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EXTENSION EDUCATION INSTITUTE

NILOKHERI

CASE STUDIES

OF

AGRICULTURAL EXTENSION OFFICERS AND GRAMSEVAKS

(17-8-67 to 30-9-67)

Developed by Agricultural Extension Officers

and

National Productivity Council Probationer Officers

DIRECTORATE OF EXTENSION
MINISTRY OF FOOD, AGRICULTURE, COMMUNITY DEVELOPMENT AND COOPERATION
GOVERNMENT OF INDIA
NEW DELHI

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CASE STUDIES

OF

AGRICULTURAL EXTENSION OFFICERS AND GRAMSEVAKS

(17-8-67 to 30-9-67)

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2. A study of Dadupur Village by R.L.Khurana, Ram Parkash and R.B.S.Naidu. 162

3. Community Development Block Nilokheri by J.K.Jain and R.Santhanakrishnan. 171

4. Applied Nutrition Programme in Nilokheri Block by Durgesh Narain & K.S.Warrier. 183

VII. SUMMARY AND FINDINGS:

1. Case Studies of Agricultural Extension Officers. 201

2. Case Studies of Village Level Workers. 204

VIII. LIST OF PARTICIPANTS 209

IX. LIST OF GUEST SPEAKERS AND TEACHING STAFF. 211

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CONTENTS

		Page No.
I.	INTRODUCTION	i
II.	TENTATIVE SYLLABUS FOR PROBATIONARY OFFICERS OF THE NATIONAL PRODUCTIVITY COUNCIL.	1
III.	CASE STUDIES:	
	1. An Agricultural Extension Officer by K.Nithyanandan.	5
	2. An Agricultural Extension Officer by K.S.Warrior.	15
	3. An Agricultural Extension Officer by Durgesh Narain.	22
	4. An Agricultural Extension Officer by J.K.Jain.	29
	5. An Agricultural Extension Officer by R.B.S.Naidu.	34
	6. An Agricultural Extension Officer by R.L.Khurana.	39
	7. An Agricultural Extension Officer by R.Santhanakrishan.	45
IV.	CASE STUDIES:	
	1. A Village Level Worker by K.S.Warrior.	51
	2. A Village Level Worker by K.Nithyanandan.	58
	3. A Village Level Worker by R.Santhanakrishnan.	65
	4. A Village Level Worker by A.K.Uberal.	72
	5. A Village Level Worker by Subedar Singh.	76
	6. A Village Level Worker by K.N.Yadav.	81

7. A Village Level Worker by R.L.Khurana. 85

8. A Village Level Worker by R.B.S.Naidu. 90

9. A Village Level Worker by Durgesh Narain. 95

10. A Village Level Worker by Ram Parkash. 101

11. A Village Level Worker by J.K.Jain. 109

V. BOOK REVIEWS:

1. Community Development in India B-Mukerji by K.S.Warrier. 116

1(a) Village Improvement & Agri. Ext. by Durgesh Narian. 120

2. Getting Agriculture Moving Arthur T.Mosher by K.Nithyanandan 123

3. Extension in Planned Social Change - The Indian Experience B.Rudramoorthy by R.B.S.Naidu. 127

4. Agricultural Demonstration and Extension Communication - Ram Krishan by R.L.Khurana. 130

5. Diffusion of Innovations - Everett M.Rogers by J.K.Jain. 133

6. India's Roots of Democracy Carl C.Taylor etc. by Ram Parkash. 137

7. India's Roots of Democracy Carl C.Taylor etc. by A.K.Uberai. 140

8. India's Roots of Democracy Carl C.Taylor etc. by R.Santhanakrishan. 147

VI. STUDY PROJECTS:

1. Agricultural Development Programmes in Nilokheri Block. by K.Nithyanandan & A.K.Uberai. 154

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INTRODUCTION

A combined course for Agricultural Extension Officers and Probationary Officers of the National Productivity Council was commenced on the 17th August, 1967. The group consisted of six Extension Officers from Uttar Pradesh, two from Rajasthan and one from Punjab. The National Productivity Council deputed nine Probationary Officers for this course. There was one Colombo Plan scholar from the Philippines.

The tentative outlines of the proposed syllabus were presented to the group. The NPC probationars required more emphasis on Extension methods and Extension programmes to increase agricultural production. The Agricultural Extension Officers' group needed more of subject matter comprising the latest researches in Agriculture and details of the high yielding varieties programme.

A programme of training was worked out in such a way that both the groups were able to meet for a major portion of the course to cover the common ground of Extension Education Emphasis in this course has been given to the development of skills in using Extension methods both on the campus and in real situations. Different programmes of training were organised in the areas specifically required for these two groups. The NPC probationars were given an assignment of writing case studies, preparing book reviews and surveying and assessing Extension programme. For these items the NPC group was separated from the A.E.Os' group. The A.E.Os during this time were given more of subject matter and technical information connected with Agricultural production.

SYLLABUS

Two booklets have been prepared which contain the efforts of both the groups, dividing the specific assignments given to each. In this booklet, the tentative syllabus for the NPC officers and the topics selected by them will be found in the following pages. The individual assignments and the group assignments are also given alongwith the syllabus.

CASE STUDIES

Both the NPC probationars as well as the Extension Officers were given a complete and comprehensive picture of the importance of the method of writing case studies. A series of lectures as well as guide lines alongwith proformas and questionnaires were provided to the group to equip them with the necessary skills in the technique of interviewing.

This approach of writing case studies has been helpful in a variety of ways. In the first place the NPC probationers who have not had an exposure to the actual working of Extension workers in Community Development programmes were able to get a deep insight through not only Extension Officers but also through senior Village Level Workers who have put in ten years or more in block extension work. The informal discussions and questions regarding the attitude, the method of working, the problems, achievements and failures with these Extension personnel has been a rare opportunity to get acquainted with the actual working of Extension workers. The Extension Officers to whom the assignment of writing of case studies of the Senior V.L.Ws was given were able to get acquainted with the method of working of V.L.Ws belonging to a different state. This exchange of views has been a new area for both parties to gain information as well as to seek guidance regarding the main problems that the block staff has to face. In this booklet will be found seven case studies of A.E.Os and eleven case studies of V.L.Ws. An attempt has been made to analyse and summarise the findings of these case studies at the end of the booklet. It is hoped that the findings of these attempts will be of use to those who are connected with organizing and implementing Extension programmes and also to those who are responsible for devising and conducting training programmes for Extension workers.

BOOK REVIEWS

In addition to the various exercises and lecture-cum-discussions, an individual assignment was given to each NPC probationer to review a book by a famous author regarding any phase of Community Development or Extension . This exercise was responsible to give an opportunity to the NPC probationers to get acquainted with the latest thinking of the experts in the field of Extension. As their reviews have been very elaborate, an attempt has been made to include the gists of these reviews in this booklet.

STUDY PROJECTS

Keeping in view the functions of the NPC probationers after they are posted to their regular assignments, projects connected with the block extension programme were allotted to them. For this purpose, with the guidance of the consultants, attached to each sub group, arrangements were made to get them in touch with the block staff and block records. After this, through a series of interviews of block personnel, non-officials and progressive farmers, they were required to study and evaluate a section of the block programme. This

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project helped them to collect data from records, personal contacts, field visits and observations. Brief details of each project have been included in this booklet.

FIELD VISITS

The groups were taken to Delhi to the I.A.D.P. headquarters and the I.A.R.I. for a symposium by the specialists on the progress and latest developments regarding the I.A.D.P. programme. At the I.A.R.I. the groups were able to study the high yielding varieties programme.

This booklet will be complete if the other booklet is combined with it. The other exercises of village practicals, method demonstrations and field work have been included in the second booklet. The efforts of the participants of both the groups have to be commended as they have shown keen enthusiasm in the assigments given to them.

We are circulating this booklet to the training institutions and those interested in Extension Education with a request to let us know their reactions regarding the approach towards training of such personnel.

(H.W.Butt)
Principal.

H.G.O.M.

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TENTATIVE SYLLABUS FOR PROBATIONARY OFFICERS OF THE NATIONAL PRODUCTIVITY COUNCIL:

A syllabus has been designed with the following objectives:

i) To give the group a background of Agricultural Extension services at the block and village level.

ii) To provide them opportunities for intensive as well as practical training in all aspects of Agricultural Extension work.

iii) To develop skills for Extension methods with special reference to demonstrations.

iv) To provide opportunities of individual contact with villagers.

v) To survey, assess and evaluate Extension programmes at the block and village level.

This group will be undergoing the course designed for Agricultural Extension Officers to a major extent except for areas which have already been covered by them. A copy of the syllabus for the Extension Officers is enclosed herewith.

On discussing with the participants they have selected the following topics which have not been covered before. They are as follows:-

I. Extension Education process and its role in Rural Development:

1. How farmers accept new ideas - principles of diffusion - adoption process, adopter categories - their characterstics. Utility in Extension.

2. Means of Community Development - definition, ideology and principles.

3. Objectives and methods of Community Development - understanding the community - its needs - change in attitudes - self help.

4. Current problems in Community Development- trends affecting extension service.

5. Critical analysis of Community Development Programme by various bodies - Balwantrai Mehta Committee, United Nations Team, Development Commissioners Conference- Ford Foundation, and others.

II. Extension Teaching Methods and Communication Process:

1. Basic principles of learning and motivation.
2. Adult learner - characteristics - developmental needs of adults, growth and decline of learning abilities, application in extension.

3. Effective techniques of oral communication.

4. Process of communication in teaching - nature and importance of communication, key elements of communication.

5. Persuation - definition, nature and methods of persuation, logical and emotional support.

6. How to conduct method demonstration? Definition, importance, steps and problems.

7. Meaning and significance of guidance and counselling - basic principles - role of extension officer as a guide.

III. Rural Sociology:

1. Rural society - its structure and problems.

2. Leadership, its role and importance in Extension Programmes.

3. Social change and the role of Extension wokers.

4. Human factors in planned social change.

5. Group mobilisation for Extension programmes.

6. Case study - meaning and how to write a case study.

7. Evaluation - meaning and methods.

8. Evaluation in Extension process - with reference to supervision.

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9. Panel, symposium, forum, role play, seminar & workshops.

IV. Agricultural Economics.

1. Steps involved in survey work.

2. Methods used in surveys - interview - observation-schedules - questionnaire etc.

V. Miscellaneous:

1. Applied Nutrition Programme.

INDIVIDUAL AND GROUP ASSIGNMENTS:

a. The theoritical framework for writing case studies, study and evaluate small projects will be provided to each participant. For assignments given to them a member of the staff will be attached as consultant to each participant. As individual assignments, they will be given one case study each on a Senior Village Level Worker and on a Senior Extension Officer who will be undergoing training at this Institute.

b. Book Review: Books of recognised authors in the field of Community Development and Extension have been selected for reviews. Under the guidance of the consultants, each participant will study the book allotted to him and prepare a detailed review of the publication.

c. Group projects: The participants have been divided into four sub-groups as follows:

Names	Project	Consultant
I Group:		
1. Sh.Durgesh Narain. 2. Sh. K.S.Warrier.	Applied Nutrition Programme of the Nilokheri Block.	Sh.C.L.Gupta.
II Group:		
1. Sh.A.K.Uberai. 2. Sh.K.Nityanandan.	Agril: programme of the block.	Sh.H.Mahabal-eshwariah.
III Group:		
1. Mr. J.K.Jain 2. Mr. R.S.Krishnan.	Study of the structure and functions of the block- an assessment.	Dr.H.W.Butt.

IV. Group:

1. Mr. Ram Prakash. 2. Mr. R.L.Khurana. 3. Mr. R.B.S.Naidu.	Village study of Dadupur to assess the change in Agril: practices.	Sh.T.M.Dak.

Assignment No:2 (Individual) BOOK REVIEWS

Name	Title and author.	Consultant.
1. Sh.Durgesh Narain.	Village improvement and agril. Extension- A.K.Yegna Narayan Aiyer.	Sh.C.L.Gupta.
2. Sh. K.S.Warrier.	C.D. in India - Mr. B.Mukerjee,ICS.	-do-
3. Sh. A.K.Oberai.	Roots of democracy in India -	Sh.H.Mahab-aleshwariah.
4. Sh.Nityanandan.	Getting Agriculture moving at Mosher. - Mr. Margret Mead (UNESCO)	-do-
5. Sh. J.K.Jain.	Diffusion of innov-ation. - Rogers.	Dr.H.W.Butt.
6. Sh.R.S.Krishnan.	Roots of democracy in India - C.Taylor and others.	=do=
7. Sh. Ram Prakash	-do-	Sh.T.M.Dak.
8. Sh. R.B.S.Naidu.	Extension in planned social change - Rudramoorthy.	-do-
9. Sh. R.L.Khurana.	Agricultural demons-tration and Extension- -Sh.Ram Krishan.	-do-

Assignment No:3 (Individual) CASE STUDY OF AN EXTENSION OFFICER:

Name of the interviewer	Name of AEO	Consultant:
1. Sh. Durgesh Narain	Sh. P.H.Singh	Sh.C.L.Gupta.
2. Sh. K.S.Warrier.	Sh.Subedar Singh	Sh.C.L.Gupta.

3. Sh. A.K.Oberai.	Sh.K.C.Sharma.	Sh.H.Mahabaleshwariah.
4. Sh. Nityanandan.	Sh. A.S.Mann.	-do-
5. Sh. J.K.Jain.	Sh.K.N.Yadva.	-do-
6. Sh. Santhanan.	Sh. D.D.Saxena.	Dr.H.W.Butt.
7. Sh. Ram Parkash.	Sh. Satpal Saini	Sh. T.M.Dak.
8. Sh. R.B.S.Naidu.	Sh. K.S.Rawat.	Sh.T.M. Dak.
9. Sh. R.L.Khurana.	Sh. Ajab Singh.	-do-

Assignment No:4 (Individual) CASE STUDY OF A Sr.VLW.

1. Sh. Durgesh Narain.	Sh. R. Upadhyay.	Sh. C.L.Gupta.
2. Sh. Warrier.	Sh.Brahm Singh	Sh.C.L.Gupta.
3. Sh. Oberai.	Sh. Sanwar Mal	Sh.H.Mahabaleshwariah.
4. Sh.Nityanandan.	Sh.N.Chaturvedi.	-do-
5. Sh. Jain.	Sh. V.S.Chore.	Dr.H.W.Butt.
6. Sh. Ram Parkash.	Sh.Devi Singh.	-do-
7. Sh. Naidu.	Sh.Narain Singh.	Sh. T.M.Dak.
8. Sh.Khurana.	Sh. Sharma.	-do-
9. Sh. Santhanan.	Sh. Bhan Sahab	-do-

The criteria for the format/ion of groups has been the language qualifications of each participant. The Block Development Officer, has been consulted in this regard and the following projects have been assigned to the sub-groups. A period of one month has/ allotted /been for the completion of the project. In order to collect the data connected with the project and to interview the persons, the members of the group will have to contact the block officers as well as the villagers (Progressive farmers). The consultant incharge have provided the necessary background, literature and guidance in the preparation of the outline of the collection of data. The papers prepared by the participants have/ finalized by the consultants /been and published in order to circulated to the agencies and centres connected with Extension training.

d. Communication workshop: A wokshop for three days have/ been organized alongwith the Agril. Extension Officers to provide an opportunity to the participants to prepare simple visual aids connected with Extension work.

e. Field visits: The group has/been taken to study progressive farms, model farms and cooperative farms during the course.

f. Oral Communication:

An opportunity has been provided to each member of the group to develop skills in oral communication. They are required to present their papers to the group of fellow-workers as well as the Extension Officers to describe the method of approach, objectives and findings of the study they have undertaken.

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CASE STUDIES OF AGRICULTURAL EXTENSION OFFICERS

The participants of the National Productivity Council were given an assignment of writing case studies on Extension Officers. Before working on this assignment the theoretical framework of the role of case studies in research, the method of writing case studies and the implications of the findings were explained to the group. Each N.P.C. Probationery Officer was assigned an Extension Officer from the field. Incidentally the course was common to both of them.

In addition to the techniques of writing case studies and probing into the functions and method of working of the Extension Officers, the participants undertaking the case studies would get a deep insight into the attitude as well as the performance of the Extension Officers. This project brought both the categories of trainees closer to each other.

One of the main objectives of training of the Probationery Officers at this Institute was to give them opportunities of assessing and evaluating programmes of Extension. By studying an Extension Officer's work in the field these participants would get first hand information from persons who have been working in Extension for several years.

This assignment was given to the group to work on out of class hours. The participants were expected to contact the assigned Extension Officers during such period when it is convenient to both. Living on the same campus has provided a good opportunity for these officers to get better acquainted with each other. A period of about a month was allowed for this assignment. With the guidance of the consultants and the proformas provided, the participants collected necessary information in about five to six interviews.

This exercise of collecting information from the Extension Officers developed the skill of interviewing among the participants. Through a series of lectures and exercises the participants were given ample opportunity to understand and use the techniques required for interviewing and collecting data.

In the following pages, seven case studies of Agricultural Extension Officers will be found. The data collected has been summarised. The participants have probed into the attitude and the method of working of the Extension Officers. In some cases, the problems faced by these Extension Officers have been brought out.

An attempt has been made to analyse and summarise the findings of the seven attempts made by the participants. The main object of these findings is to provide information to those who are connected with the Community Development work and who conduct training programmes for Extension Officers(workers). Although these findings have much in common the individuals contacted and the experiences narrated will help the trainers to provide more effective learning situations during the training of these officers.

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AGRICULTURAL EXTENSION OFFICER

(A Case Study)

by

K. Nithyanandan

This study was taken up with the following

Objectives:

1. To study the attitude and background of the Agricultural Extension Officers.

2. To assess the performance by analysing the achievements and failures.

3. To get acquainted with the method of work, structure, coordination and problems of Agricultural Extension Officers.

4. To probe into subject matter areas where more training will be required.

5. To get an insight into the functions and job of the Agricultural Extension Officer and the block.

6. To suggest ways and means to help the Agricultural Extension Officers to be more effective in the field.

Procedure adapted:

The information gathered and presented in this report is based on personal interview with an Agricultural Extension Officer attending the Refresher Training Course at Extension Education Institute, Nilokheri.

Agricultural Extension Officer's Background

The Agricultural Extension Officer under study hails from Bam village, Ferozepur District of Punjab. This 28 years old, tall and stout looking gentleman is one of the ten members of his big family which earns its livelihood mainly from farming and gets an annual income of not less than Rs.10,000/-. By birth he is a farmer. With great ambition to serve the farming community he has chosen Agriculture as his educational career and has joined the Punjab Government Agriculture Department. He has pleasing personality, pleasant manners, plenty of knowledge and a strong will to serve the farmers of the country.

Educational qualification and experience

He received his school education in a village school and completed his school final in 1955. He took his B.Sc(Agri.) degree from Punjab Agricultural University, Ludhiana in the year 1960. The subjects offered to him in B.Sc.(Agri.) Course were: Agricultural Economics, Horticulture, Plant Pathology, Animal Husbandry and Dairying, [illegible] and English. Soon after his graduation he joined as Extension Officer for Agriculture at Bassibatha, Patiala District. Since the job of Agricultural Extension Officer was the first appointment, he had no previous experience before joining the Agricultural Department. He received no previous training, except the college course, prior to joining as Agricultural Extension Officer. He has 6½ years of service to his credit now.

Trainings received

After joining as Agricultural Extension Officer he received the following trainings:

Training	Place	Duration	Year
1. Refresher Course	Punjab Agri. University, Ludhiana	1 month	1962
2. Refresher Course	-do-	-do-	1963
3. Minor irrigation	-do-	3 months	
4. Refresher Course	Extension Education Institute, Nilokheri	1½ months	1967

He says that this sort of training is useful only to exchange ideas and experience among participants from different states. The theoritical aspects given in the training programme are good, especially about the Extension Education. But, he is of the opinion, that they cannot be applied practically and find no place in the real situation. So, he feels, that these training programmes are not so useful and he considers it as a mere wastage of time, money and material.

Immage, Attitude and Expectations:

He attributes the following reasons for his entry into the Community Development Programme:

1. Coming from a farmer's family, he thought that he could serve the farmers through this programme.

2. He wanted to keep away from the politics of his own village by working in some distant place.

3. After acquiring the educational qualification, he feels that he can serve in a more useful way to the farmers though this programme than he himself taking up to farming. At the time of his joining there was Agriculture Department only and he was under the direct control of District Agricultural Officer and Director of Agriculture.

4. He expected that by joining this job he could concentrate on agriculture and be of some direct help to the farmers.

As he expected he found the job of Agricultural Extension Officer to be of direct help to the farmers. But it is different from his expectations in the following ways:-

1. Apart from Agricultural works he has to undertake numerous other works also which do not come under the purview of agriculture.

2. He is unable to keep up his promises given to the farmers because of lack of coordination between various Government Departments. Supplies are always not available in time. He has to cut a sorry figure before the farmer and the farmer in turn loses faith in Agricultural Extension Officer.

3. Targets fixed are not realistic and are based on no factual information.

4. In order to get over the situation at times he has to make some false promises to farmers which he does not like.

5. Too much of paper work than actual field work makes him to confine in his office for a considerable time in a month. The paper work is increasing year by year and to do this no assistance is given to him.

He does not believe in theoritical lectures in the trainining programmes. He wants practical oriented courses and he is of the view that there should be yearly programme of very short duration which will expose the Agricultural Extension Officer to the fast developing technology and the ever increasing improved varieties of crops and their cultivation practices. During such programmes he feels that the Agricultural Extension Officers can bring the problems of the farmer to the Research Worker for solving them. By this the Research Worker also will be able to know the current problems of the farmers and their attitude towards new things.

Work Load

Since there is lot of paper work to be attended, both agricultural and non-agricultural, he spends about 50% of his time for office work which includes maintenance of office files, preparation of number of reports, routine correspondence, charting out programmes, preparation of block production plan, arranging supplies, forwarding the loan and subsidy application forms for fertilizer, seed, implement and so on.

He utilises the remaining 50% of his time for field work of which 30% is for Agricultural work and 20% for non-agricultural work. Percentage of time on Agricultural job according to priority is as follows:

Demonstrations	50%
Tours	30%
Contacts	10%
Distribution and supply	10%

He is able to attend all agricultural jobs.

On an average he works 10-12 hours a day. At times he has to work day and night without adhering to office time. He is on tour for a minimum of 20 days in a month.

In spite of the tight programme he spends sometime to equip himself with the latest information through radio, journals and magazines, bulletins, pamphlets and leaflets and other literature supplied

by the Department. In no area he feels deficient. He says that the practical exercise given in the training programme such as method demonstration develops skill and confidence in him and this will be useful in his field work to do the job with his own hands and to communicate with the farmers more effectively.

Extension Methods

He utilises individual contact and group contact methods for carrying out his job. He thinks that the individual contact is the very useful method, and group contact is effective in some cases. He is of the view that every extension method is effective, of course in varying degrees, depending on the situation and the person who uses them.

Successes and Failures:

Although he has met with a number of successful events, he quotes only two events which occupied a permanent place in his heart. In the first event he met with a man who was convicted for 20 years. This A.E.O. approached him and told, "You have already wasted 20 years of your valuable life. Why not you utlise the remaining part of your life in an useful way? Why not you take up farming?" That man was having land. So, the Agricultural Extension Officer persuaded him and tried to change his outlook. At last the Agricultural Extension Officer succeeded in convincing him and the man agreed to take up farming as his profession. Now he is cultivating all the latest improved varieties of crops and last year he raised hybrid bajra and PV 18 in his fields. He earns his livelihood from farming and leads a pleasant and peaceful life. Though the Agricultural Extension Officer is now working at a different block, this farmer never fails to pay frequent visits to this Agricultural Extension Officer's place and get his suggessions. This Agricultural Extension Officer considers this event as the most successful in his service so far. In fact, by this he has not only served to agriculture, but also changed the morality and mental attitude of the person.

In the second successful event an auirvedic medical shop-keeper comes into the picture. His business was very dull and he could hardly earn only Rs.20/- to 25/- per month. At the sametime he was having some land but did not attend to cultivation at all in spite of his very low income from medical shop.

This Agricultural Extension Officer approached him and explained how farming could be more profitable. Finally he succeeded in convincing him. He helped him in getting some loan for starting agricultural work. He started concentrating on farming and earned lot of profit. Now apart from the land he has two acres of good orchard, tub-well with pump-set, one tracter and a flour mill. He has been selected as the best farmer recently. Now all the villagers ask for his suggestion for all agricultural problems. Every-body is asking for his guidence. His sons is also now doing farming along with him. These two events increased the faith of the villagers on the Agricultural Extension Officer and created high regards to him. The villagers felt that this Agricultural Extension Officer is really interested in the improvement of farmers.

Quoting an incident which he considers as the failure in his service he says the following:-

A village leader approached him for getting seeds of a particular high yielding variety. Since the seed available was very limited and the Agricultural Extension Officer does not have faith in big farmers and leaders, he refused to give the seeds to him. But the leader approached higher officials and somehow got the seeds. He asked him to help in sowing and other operations. The Agricultural Extension Officer readily extended his help and cooperation to him. But after the sowing the leader did not attend to all other operations. As a result he got only 16 Kg. of grain as the yield for which he has used 10Kg as seed (Sonora 64). This had a very bad effect in that village and the surrounding few villages and brought bad name to the Agriculture Department. Most of the farmers blamed only the leader for his negligence. However, this Agricultural Extension Officer considers this as a failure to him and by this he lost all his faith towards big farmers and leaders. He says that the big farmers and leaders never attend to the work, non-cooperative and they try to satisfy the officials through their words and unwanted hospitality. On the other hand, he says, that an average or poor farmer will carry out all the instructions of the Agricultural Extension Officer thoroughly and get the maximum benefit out of it and at the same time create good name to the Agriculture department and its staff.

Problems:

During the discussion with the Agricultural Extension Officer, he brought out the following problems being faced by him in the field and suggested appropriate improvements to overcome them.

Problems	Suggestions
1. Poor pay scale to Agricultural Extension Officer.	Higher pay should be given which will serve as incentive and encourage them to work whole heartedly. He says, when agriculture is considered as a professional course, why the Agriculture Graduates alone are not treated on par with other technical graduates like Doctors and Engineers.
2. Supplies which are always untimely and inadequate.	Supplies should be made available in time. He says that this is possible if there is coordination between Agricultural and Cooperative Departments.
3. Lack of Coordination between various govt. departments.	There should be adequate coordination between the various departments such as the Revenue, cooperative and irrigation departments should realise the importance of Agriculture and they should be instructed to help in the smooth running of Agriculture department.
4. Targets are too much, unrealistic and based on no factual information.	Targets should be realistic and should not be thrusted on Agriculture Extension Officers. He suggests that the targets should go from Agricultural Extension Officer to higher authorities and no vice versa.
5. Too much of paper work.	Paper work should be minimised and the Agricultural Extension Officer should be freed from this burden. Clerical assistance should be provided for this purpose.

6.	B.D.O's non-cooperation with Agricultural Extension Officer. The B.D.O. does not work as the leader of the team but he thinks himself as a boss.	He says that B.D.O. has no knowledge about agri. and he does not realise its importance. Generally the B.D.O. is not cooperating with the A.E.O. For this he suggests the Agriculture department should function separately and the A.E.O. should be an independant man. He feels that there is no need for the post of BDO and he says that BDO acts only like a signing machine and passing on papers from Extension Officers to their respective departments and vice versa.
7.	Various other works such as small savings family planning, panchayat tax collection etc. which the AEO is not supposed to do.	The AEO should hold an independent office and he should always attend to agriculture work only. On no account he should be entrusted with other works.
8.	Inability to supervise the VLW because of interference by B.D.O.	The VLWs should be made to attend agricultural works mostly and they should be under AEO's direct control.
9.	Too much supervision by officials of various departments such as BDO, DAO, DA, District Collector and so on.	The AEO should be declared as a personnel of agriculture department and there should be only one supervision from agriculture department and not from any other source.
10.	Interference by non-officials like the panchayat union chairman, panchayat president and political leader in the working of AEO	They should not interfere in any way in the normal working of the AEO.

Analysis

On analysing the information given by the AEO, the following derivations can be made:

1. The Agricultural Extension Officer under study comes from a farmer's family. He has chosen Agriculture as his career not as a last resort but with a real spirit of service to farming community.

2. He finds the Refresher training course of not much use to his job. But he wants short programme once in a year in which the AEO is exposed to the new developments and changing technology. He wants programmes of practical utility. He does not believe in theories.

3. He realises his responsibilities. At the same time he wants certain amount of independence to discharge his duties. He does not like to be one among the block team. He wants agriculture department to function separately and he is of the view that only agriculture department should supervise the A.E.O. He does not like interference by non-officials and political leaders.

4. He utilises the extension methods most effectively to carry out his job.

5. His ability to convince the farmers is very great. Without losing patience he persuades them till he succeeds.

6. He believes only average farmers for the improvement and success of agriculture and not big farmers and village leaders.

7. He has abundant faith in Indian farmers and he says that the role of AEO is only just to initiate and induce them and the remaining will be tackled by the farmers themselves.

8. He feels that he receives no guidance for his work.

Conclusions and suggestions

In conclusion it can be said that the A.E.O. under study is a sincere, hard working, service minded, ideal worker with full of confidence and courage. Though, he is at present in a discouraging atmosphere, realising his responsibilities he discharges his duties to his utmost satisfaction. The following suggestions could help to improve the working of the A.E.O. and for the improvement of agriculture:

1. Incentives in the form of higher pay, more facilities and chances for higher studies will encourge the AEOs in the field and help to keep up their interest in the work and put in their heart in it.

2. Programmes of practical importance should be organised at least once in a year.

3. There should be coordination between the various departments and the supplies should be made available in the right time, in adequate quantities and at lesser cost.

4. The targets should not be imposed on A.E.Os. Before fixing up the targets the opinion of A.E.O. should be sought and be based on real situation and available resources.

5. The burden of too much paper work should be minimised and clerical assistance should be provided for this prupose.

6. The A.E.O. should function directly under the Agriculture department and there should not be too much supervision.

7. The jurisdiction of the A.E.O. should be minimised so that he can cover a major part of the farmers population.

8. The working of the VLW should be improved and they should be under the direct control of A.E.O.

9. On no account, other works which are not at all connected with agriculture should be entrusted with A.E.O.

10. The non-officials should not in any way interfere with the working of the A.E.O.

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AGRICULTURAL EXTENSION OFFICER

(A case study)

By K.S. Warrier.

1. <u>Background</u>:

This Agricultural Extension Officer was born in 1940 in the Govindpur village of Azamgarh District of Utter Pradesh State. He belongs to an agricultural family of 5 members having an area of 40 acres. He spent his childhood in village surroundings. His father is an agriculturalist. Paddy and sugarcane are the main crops. The AEO under study is attending to the main agricultural operations in his family farm and the yields that are being obtained in his family farm are fairly good.

He is an enthusiastic worker. But under present circumstances he gives an impression that he is frustrated and has no hope in his future through this profession. He is frank, has pleasing manners and has a good knowledge of his subject matter and work.

2. <u>Educational Qualifications and Experience</u>:

He had to leave his home village for his education. His education was in the towns of Azamgarh and Ghorakpur. This officer got high second class in his higher secondary, intermediate and B.Sc. (Agriculture) Examinations. He had a plan to go for M.Sc.(Agri:). But he dropped this idea as he was unable to get admission to Agronomy or Agricultural Chemistry.- The subjects of his option . He thus joined the job of AEO.
The officer under study had not under gone any training prior to the joining in the Agricultural Department, U.P. State.

The Officer under study after his graduation had worked in the T.D. College, Balliah of U.P. (affiliated to Ghorakpur University) for 13 months. He had put up 5 years of service by this time in U.P. Govt. and served 3 blocks including the Block in which he is serving now within this period. All these 3 blocks are at a distance greater than 200 miles from his home village.

3. Training Received:

After entering the Government Service he attended one Orientation and Refresher Training at Adhartal Institute, Jabalpur U.P. State for 4 weeks in 1965. He had also received several trainings of various durations almost in every year at the Refresher Training Centre of Mazodha in Faizabad District of U.P.

He does not think that these trainings have benefitted much in his regular work as these training helped him in getting only a vauge idea of the new developments. He admits that these training helped him to bring out his difficulties in the field for discussions. But afterwards these discussions materialised nothing. Even though he studied some subject matter and extension methods during the above trainings those have not helped him much as most of them were not practical. He feels that almost all the above trainings were not of intensive nature and do not give a wider coverage to the subject-matter.

4. Job Assignment and work problem:

The officer under study attends to all items of Agriculture like supply of inputs, organisation of result and method demonstrations, popularisation of high yielding varieties, populari-zation compost and green manuring, distribution of improved implements, popularising vegetable and fruit cultivation, improved agricultural practices like use of fertilizers and pesticides etc. He also prepares Block and Farm production plans.

The only agricultural work which he is not at all attending is the reclamation of alkaline soils. The reason for this, according to him is the heavy cost required for this (Rs.1000/- per acre on an average) and lack of funds and initiation.

The field in which he feels that his work is not so effective as per his expectation are the use of plant protection chemicals against pest and diseases of crops and use of phosphatic fertilizers. The reason for the above are mainly conservative mindedness and lack of capital at the end of cultivators. The phosphatic fertilizers also do not give quick response in the field. He suggests that the use of the above plant protection chemicals and phosphatic fertilizers can be popularised effectively if the Govt. takes some steps to subsidise their sale prices and

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by carrying out some permanent demonstrations. As the State still hold control over the sale of straight fertilizers it can take some legal steps to popularise phosphatic fertilizers.

The officer under study is not at all satisfied with his present working conditions. He joined this profession with an eagerness to do some good things to the village community in which he is also a member. He also placed some emphasis in the security of job. Now he thinks that he can do nothing materially with his present status. Some of the reasons for the above reasoning are given below.

At present he is glad to have a good BDO. In the two Block in which he previously worked he think that he had no good relation with those BDOs and there were no coordination for work.

Even though Agriculture Graduate is considered as a technical graduate the U.P. Govt. is not considering him as a technical man. The pay scale is comparatively very low (160-280). The Govt. is also making frequent transfers. The other co-Extension Officers are not at all cooperating with his work. Under the present ideology of Panchayati Raj the party politics is taking a very dirty trend. He also finds fault with high officials for their non-cooperation and non-coordination. Inputs are not supplied in time. Targets are now being made at the higher levels and they are not at all feasible to implement. They are also not making available the budget provisions sufficiently early. Due to all these reasons he feels that he is compelled to work in a routine way rather than as a technical man with his own initiation. He also feels that he is not provided with enough staff. He has to do all the office work alone. He also is not satisfied with the present indiscipline among the staff. Now he also is compelled to utilize his duty hours for non-agricultural works like Family planning, panchayats tax, collection of cooperative society dues, rural electrification, collections of various funds etc.

The AEO under study feels that he can do a better job if government can take necessary steps to rectify the above defects and he also likes to have a posting in home district. As the above difficulties are administrative in nature he do not expect much help by the training to solve the above problems.

Work Load:

The AEO under study is utilizing his 70% of time for office work and 30% for field work. During his field work he is pending 10% of his time for result and method demonstrations; 70% on tour and 20% for arranging supplies. During tour he makes personal contacts. He is utilizing most of his time in office work and he is also attending to non-agricultural works in which he is having no liking.

5. Extension Methods:

The extension methods he is using in the order of importance are:

i. Individual contact.

ii. Group discussions.

iii. Result Demonstrations.

iv. Circular letters.

v. Posters, Pamphlets, Leaflets etc.

Of the above he is confident that individual contact is the very useful one and Result Demonstrations effective. He is of opinion that group discussions are not at all effective due to the interference, party politics and conservativeness of the farmers.

6. Successes and failures.

The extension officer under study have got several successful experiences to his credit. A few of the success stories in the order of preference are as given below:-

i. Distribution of minor irrigation loans:

During 1966-67 he distributed near about 3 lakhs of rupees of minor irrigation loans to construct well, pumping sets and small tube-wells. With the above loans 36 pumping sets, 14 small tube-wells, 20 borings etc. were established.

Approach: - This was a felt need of the people in that Block area as there were subsequent drought. The chief method of approach adopted was individual contact.

Popularisation of Mexican wheat:

During previous Rabi season he distributed 100 quintels of Larma Roso (Mexican wheat) seed under high yielding variety programme.

Approach: - Individual contact and group contact, pamphlet, leaflet etc.

Impact:- This variety is becoming popular and its future scope is bright.

In addition to his achievements in minor irrigation works and popularisation of mexican wheat he was able to increase the area under Potato cultivation, cultivation of green manure crops and green manuring practices. In all these cases he feels that individual contact was the best method of approach.

Failures:

The extension officer under study do not feel that he has failed in any of the fields he worked. But he feels that progress under certain items are not upto the level of his expectations. Some of such items in which he feel that the progress is not upto his expectations.

1. Distribution of seedlings and grafts of fruit plans:

During the last rainy season without any prior intimation in Van Mahotsava scheme he was supplied with thousands of grafts of Mango, Litchi, Avla etc. and was directed to distribute these to cultivators at fixed price, When these grafts arrived in Block Headquarters, the cultivators in the Block area was not taking interest in getting these grafts and seedlings as those things were available in the market at lesser prices. Due to these reasons 50% of the grafts and seedlings supplied dried and thus AEO could not deposit the money. He feels that he will have to pay the amount from his pocket for the loss. The reasons for this failure are untimely supply and supply without intimation.

2. Distribution of vegetable seeds :-

During the last Rabi season, vegetable seeds were supplied in huge quantities by the District Agricultural Officer without any consultation either with BDO nor AEO. This AEO under study is confident that he is fully in know of the local conditions and is in a position to assess the local requirements.

The supply was also not in time. Due to untimely supply and supply without prior intimation the seeds were not distributed and the AEO under study fears that Govt. will ask him and other recepients to deposit the book value of the above vegetable seeds from their pocket.

<u>3. Distribution of phosphatic fertilizers and plant protection chemicals:</u>

Even with maximum effort the AEO under study do not feel that the phosphatic fertilizers and plant protection chemicals are not becoming popular as per his expectations. Phosphatic fertilizers do not give quick response as the nitrogenous fertilizers. People are traditional minded.- towards the use of chemicals. The costs are also too high. Due to all these reasons he feels that his achievement in these spheres is not up to the mark.

He suggest that the establishment of some permanent demonstrations, subsidising the sale price of plant protection chemicals and phosphatic fertilizers legalizing the use of phosphatic fertilizers etc. will help him to work more effectively.

<u>Analysis:</u>

The details of the case under review reveals a number of draw backs in the community development - especially agricultural development programmes.

At present AEO is utilizing most of his time in office work. He also is compelled to work in non-agricultural fields where he has no liking at all. Interference of political hands in his day-to-day work is a common factor. Lack of planning at the higher levels and the non-inclusion of AEO when chalking out the plan is another draw back. Supplies are untimely. Under the present set-up no team work is possible due to lack of coordination even among co-Extension workers. Extension workers are transferred frequently and is denied to have a posting in his home district. Over and above all these difficulties the pay scales are very low and there are no scopes for promotions. He is also not given assistance.

<u>Suggestions:</u>

1. Including AEO also in the Agricultural Planning process.

2. Avoiding as far as possible the AEO from non-agricultural works.

3. Reducing office work and giving him some clerical assistance.

4. Having a check on the abuse of powers by the non-officials connected with the C.D. programme in Panchayati Raj set up.

5. Avoiding frequent transfers and allowing him to serve in the home district.

6. Giving incentives like promotion possibilities, attractive pay scales, scope for going to higher studies etc.

7. Making training programmes more intensive and giving a wider coverage to subject-matter.

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AGRICULTURAL EXTENSION OFFICER

(A Case Study)

By Durgesh Narain.

1. Background:

This young, energetic and enthusiastic Agricultural Extension Officer was born at Sakhwania, District Deoria. His father owns a small farm of about 5 acres. The early days of this 27 years old Agricultural Extension Officer of a Block in Sitapur were spent in Deoria.

2. Educational Qualifications:

He studied at the Mahatma Gandhi Inter College as well as B.R.D. Degree College, Deoria. He had studied Agriculture both at the Intermediate and Graduate standard with a second class. Some of his hobbies are reading research papers and short stories.

3. Training:

He did not have any training neither pre-service nor inservice. This is his first training at the Extension Education Institute, Nilokheri.

4. Experience:

He started his service career as a Vegetable Development Inspector in the Department of Agriculture for a period of about two years. Later in 1964, he has been working as an Agricultural Extension Officer for the past 3 years.

5. Jobs and workload:

As an Agricultural Extension Officer he is incharge of the Agricultural Extension work of 141 villages. He had under him 10 VLWs, one Agricultural Supervisor, two Agril: Kamdars, one Agril. Taccavi Clerk, one Taccavi-Curk Amin and his peon. His main jobs were distribution of seed of high yielding varieties; lifting of fertilizers; collection of indents of fruit plants; distribution of vegetable seeds, basal dressing of fertilizers; transplanting of Taichung Paddy and recovery of Taccavi loans. He had lot of paper work and also

touring. His main satisfaction during this job was to increase the area of sowing for Mexican Wheat, to about 165 acres. He was also successful in popularizing the high yield varieties in his villages. One of his main interest during this work was to extend the area under fruit with his personal contact as well as with the help of village level worker.

He considers his workload and the block to be extremely heavy. He has to work hard for about 12 hours every day. He also spends lot of time for office work and less of time for self-study. He knows his job chart and has given the priorities to the duties like supplies of seed, fertilizer, irrigation, plant protection material ; guidance in the activities of increasing the production of Mexican wheat and its popularity ; supervision over Village Level Worker with the help of District Agricultural Officer. He is unable to devote his hundred percent time towards improvement of agriculture especially in the programme of high yielding varieties.

He is a dutiful Extension Officer. He laid and carried out about twenty result demonstrations in the last Rabi season mainly for increasing yield of Mexican Wheat. In this work he was helped by farmers and he thinks that he was successful because of the availability of facilities for the crop, like irrigation and fertilizers. This could , in his view be improved if more irrigational facilities were available.

He also carried out Rabi campaign to increase the yield and emphasize the importance of the high yielding varieties. The study of the circulars he received form higher authorities and the programme was successfully adopted by the villagers. He was helped by BDO, V.L.Ws. and Cooperative Staff. This campaign was carried out mainly during two months viz; October and November,1966.

This young man also did lot of convincing work by individual contact to try to get the families to set-up and follow agriculture production plans, such as the application of correct doze of fertilizers. He found the percentage of families having production plans to be 35%. In the last month he spent about 24 percent of his time in his headquarter village as well as submitted about twelve reports. This office work hindered his regular field work. In the same period he talked to the Block staff (VLWs) about the problems of Kharif programme of Hybrid Maize and the cultivators failure to sow the full amount of seeds given to them, was due to non-avail-

ability of VLWs help.

In the opinion of the Extension Officer the Villagers and the B.D.O. expect him to work to increase the yield and to provide technical guidance in the subject-matter. He believes about his job to educate the Block staff and villagers. in Agricultural Improved Practices. He thinks his major role in Agricultural Programmes are to ensure the supplies of seeds, fertilizers and insecticides etc. It consumed his time say 20 percent, which he should have given more(70 percent). His next field is to guide the Block staff in Agril: programmes consuming his time say 80 percent. But this should be given more time. The third important agricultural work he attends is to supervise VLWs working. This ranked first in his time shedule i.e. about 50 percent which seems to be a wastage of his valuable time. The fourth important work he attends to in agriculture is to approach the farmers to tell them the know-how of new programmes prevailing in the Block and an important Extension Method like this only gets a very little of his time share i.e. 12 percent. He dislikes the way of distribution of seeds and fertilizers by the BDO. Though he is himself technically qualified man knowing all the requirements of the Block, he is not been entrusted this work. He suggests such distributions should be done by the District staff alone.

This Extension Officer of U.P. is a very social man and mixes very well with those with whom he comes in contact. This quality helps him a lot in convincing the villagers about new varieties and new practices to adopt.

6. Subject-matter:

The Extension Officer of Rural background feels that he specifically require the latest subject-matter knowledge of plant protection measures , due to great loss of crops etc., from the insect pests. This is a great menance to the poor villagers. As, we are all aware of the lack of balanced and nutritive diet the poor peasants consume in their daily life, so there should be increased cultivation of fruits. He suggests encouragement to the fruits cultivation specially of Mango, Grapes, Citrus and Amla. He never found himself lacking in subject-matter knowledge for his daily work.

7. Extension Methods:

This Extension Officer found that the individual contact method is the most successful Extension Method out of the group Extension Method and Mass Extension Method. He emphasises the reasons for these failures in the Extension Methods to be due to the party-politics prevailing in the village and no central place for all the villagers to assemble.

8. Successes and failures:

This Extension Officer took keen interest in popularizing the high yielding varieties of wheat. He added about 165 acres under this in the last 3 years to his credit. He has also increased about 150 acres under vegetable cultivation to his ceaseless efforts during the same period. In the field of construction of private tube-wells, he has already completed about five tube-wells last year. He has increased during the past year six acres under cultivation of Mexican Wheat, five tons distribution of fertilizers and 15 Kg of vegetable seeds.

9. Problems:

This Extension Worker feels some problems in his routine life. He thinks that he should be provided with a peon for helping him in collection of indents for fruit plants , vegetables and recovery of Taccavi loans. He also sugg-ests a complete control on the village level workers in assigning their duties. At present B.D.O. assigns them jobs of non-agricultural nature. Due to lack of this control, the VLWs do not comply with his instructions. He also complains regarding living facilities which were not provided to them in good conditions. He feels that amenities like housing accommodation should be provided to them by the Government. The houses they take on rent are unhygenic and kuccha. Number of rooms are also very small to their requirements. The Chulla is of smoke type. The latrines are open and no facilities for pump and or tap. The wells are also not clean and the water they consume is not good from their health point of view.

Though, he belongs to rural life, but he feels his living in the villages to be unpleasant. Out of his 141 villages , only 60 villages are approachable all the year round.

So, he finds difficuly in going to the villages in the rainy-season when kaccha roads are not only flooded but make it impossible to go. This hampers his initiating the Kharif campaign in those villages. Only 60 percent of his block population are engaged in the profession of agriculture, 30 percent as labourers and in other professions,only 10 percent .

There is lack of local Institutions like hospitals, maternity centres, Mahila Mandals, Sports and Recreation Clubs. This makes the daily shedule difficult for the life of himself and members of his family.

He feels that the lesser degree of popularity of high yielding varieties is their high selling prices. This should considerably be lowered to facilitate one and all the villagers to avail this opportunity because of their poor economic condition. The other problems he faces are no protection of the field from wild animals and thieves. This cause great loss to the poor farmer. He considers that the farmers lack in modern technique knowledge and mechanization of different agricultural practices. He suggests that the farmers should be trained in the use of Farm Power & Machinery. This would increase the production.

10. Analysis:

The Extension Officer has worked for six years firstly as vegetable Development Inspector (two years and four months) and then he joined his present post (3 years and 8 months back). Though he wanted further education but his financial circumstances forced him to join the job. It suits his choice. He seems to be a calm and cool temperament. His approach is realistic and understands well his own potentialities, vigour, enthusiasm and limitations as well.

As far his educational qualifications is concerned, he is a Graduate in Agriculture and does not feel any weekness in his subject-matter except the latest developments in the fields of plant protection and horticulture. He never had any pre-service or Inservice Training. This is his first training at the Extension Education Institute, Nilokheri. He wishes further improvement in his subject-matter of plant protection and modern cultivation practices for growing fruits.

He does not get any spare time to do library or self-study. He devotes daily 12 hours on his job and about two hours on roads.

He came to his present profession for increasing the growth and popularizing the high yielding varieties and cultivation of fruits. After working for more than 12 hours , he does not seem to be happy with his work, he is doing.

His disappointment comes from the lack of incentives and better prospects. He complains the lack of official, personal and social facilities.

One of the main factors that disturbs him is the heavy load of work at the Block. This consists of both official papers as well as field work. He feels dis-satisfied about the time he gives to the field. So he is unable to arrange more Result Demonstrations as well as propaganda for the cultivation of more high yielding varieties and fruits.

In his suggestions, he stresses on getting a peon for himself, complete control over V.L.Ws. and residential facilities provided by the department; to enhance the working efficiency, thereby solving much of the agricultural problems prevailing these days in the country in general and in his block in particular. To achieve this problem, he further lays emphasis in his suggestions that the seeds sold by the department should be lower priced than the market rate, protection of field by wild animals and thefts, and training the farmers in modern agricultural practices including in the use of Farm Power & Machinery to popularize mechanization and increasing food production.

He has overcome about 60 percent of his difficulties by stressing importance persoanlly by organizing the different programmes.

<u>11. Suggestions:</u>

The lack of facilities prevailing in the villages is the main cause of the limited interest of this Extension Officer. He should not be engaged merely in office paper work, so as to give him adequate and sufficient time to perform his major duties in the field. The load of paper work must be in any case lessened to the extent

it is possible and satisfied both.

Some more authoritative power should be given on this extension officer to make him feel he is accomplishing more. He should be given authority to issue fertilizers as well as seed and an overall control on VLWs. The services of the Extension Officers is also taken in other jobs also, apart from his main job of agriculture, such as family planning programmes, sanitation, recovery of Taccavi loans, collecting indents etc.etc. This wastes his his time as well as his diversion of attention from his own job.

Necessary arrangements should be made to provide the AEOs a good and healthy housing accommodation. This also causes lot of disappointment in the mind of this Officer. The houses should be pucca , spacious, hygenic with smokeless chulla. The lack of these lead to ill-health and inefficiency.

Adequate measures should be taken to provide medical, health and sanitation facilities to the Officers and the members of their family. No hospital, dispensary and maternity centres exist around them. Lot of cases of deaths, miscarriages and other casualities happen in their families in day-to-day life.

There should be a proper schooling facilities in and around them. There exist no facilities of a good school to send his child and so they lack in education and proper training.

Arragements for a follow-up of the VLWs working in the field should be helpful to give the AEO an idea of the impact of their training.

More emphasis should be given to the problem - oriented approach and the practical application of subject-matter in agriculture.

Such case studies, it is hoped will give deeper insight and result in improving the quality and attitude of the Extension Officer as a whole. If such are found useful, the author would feel rewarded.

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AGRICULTURAL EXTENSION OFFICER

(A Case Study)

J.K.Jain.

Background

The Agricultural Extension Officer under study belongs to Jaunpur district of U.P. He is a youngman of twenty eight and having a good personality. He hails from a farmer's family, having 8 acres of land with an annual income of Rs.10,000/-. The joint family consists of ten members including his parents, elder brother's family and his own family. The A.E.O. was brought up in the village atmosphere and had his primary education in his village itself. He did his graduation in Agriculture with 2nd division, from Gorakhpur University in 1958.

Education and training

He has been graduated in Agriculture with 2nd division from Gorakhpur University in the year 1959. He has not undergone any sort of training but he is of the opinion that subjects which were taught in the B.Sc.(Agri.) course were sufficient to meet the requirements or difficulties of the farmers. He further explains that level of technology is very poor on the part of Indian farmers and he feels himself well equipped to meet the challenges which are confronted by the farmers. Since he hails from the farmer family, he understands the genuine problems of the farming, which helps him in his field work. Since he has got one and a half years teaching experience of an Intermediate college of Agriculture; he feels himself able to explain the new techniques to the farmers. At present he has been undergoing training in Extension Education at Nilokheri which will enable him to learn about the latest agricultural innovations and extension techniques.

Experience

He started his service career as a teacher in an Agricultural college of U.P. and worked for a period of a year and a half. But he left his job and joined as A.D.O.(Agri.) in U.P. in 1961. Since then he has been working as an A.D.O. He has been working in the Sareni block of Rai Baraily district since October, 1966. Prior to this he was working in the Unnao district of U.P.

Attitude

He believes that with necessary technical help and guidance villagers are capable of developing themselves. He gets lot of satisfaction in improving the technical know-how of the villagers. He believes in the extension methods and

thinks that it is the only way by which the standard of living of the community as a whole can be raised. Though he finds some bottlenecks in the Community Development Programme; still he feels it is the only programme where a farmer can get the solution of his all kinds of problems. During the study period it has been observed that he is young, honest, energetic, enthusiastic and sincere worker. But he is a bit shy person. He is very proud of the fact that he is working in villages where 80% of inhabitants of the nation are living.

His jobs and work load

On an average, he spends nine hours per day to perform his duties. Being an agricultural worker, there are no fixed hours of his working. During the Rabi and Kharif sowing seasons, he has to work round about twelve hours per day. He has got two types of jobs which he has to do, one is office work and the other is field work. Under office work he has to maintain records, files and correspondence related to the agriculture. Monthly, quarterly and annual progress reports are to be prepared. Approximately twenty five percent of working hours are spent on it. More or less fifty percent of the total working hours are spent on agricultural works. Under agricultural works, meetings related to the agricultural programme are called, composite and result demonstrations are conducted and group discussions are also held. He has also to evaluate the work and performance of V.L.W. and inspect the seed store. He assists the village level worker in his complicated problems related to the agriculture. He also takes keen interest in distribution of inputs; such as fertilizers, seeds, plant protection measures and credit etc.

Very often he is asked by the B.D.O. to devote his time in the non-agricultural activities of the block; such as collection of Panchayat tax; Family planning work; small saving and for the recovery of cooperative dues. He thinks his 25% of total working hours are consumed on these activities.

Extension methods

As regards extension methods he uses almost all types of methods according to the needs. But he feels individual contact with sympathetic attitude brings desired results. Group contacts and mass contacts have also been used for making the farmers aware about latest innovations in agriculture. He has found that method and result demonstrations are very good for developing skills. He very seldom makes use of audio-visuals aids.

Sources of new technical know-how

He is of the view that one can keep himself in touch of almost all the latest technical know-how by means of journals, booklets and leaflets, departmental circulars, study

tours and training etc. He is of the view that since the agriculture is more of practical nature than of book knowledge; study tours and practical training are much more effective and useful. But on one hand he is provided almost negligible opportunity for study tours and practical trainings and on the other hand very little facility is available to provide journals etc. in the block. There he feels himself deficient in the knowledge of new technology and agricultural innovations.

Successes and failures

His two great successes are laid down:

i) High yielding variety programme: He started this programme in Kharif 1966. Target of 50 acres of Taichung Native-I paddy variety was fixed. Out of the twnety farmers he approached individually, only eight could be prepared to cultivate this particular variety. He prepared individual's farm plan and provided to necessary technical know-how for the cultivation of this new variety. He distributed the required quantities of fertilizers and seeds to the farmers.

In Rabi season he took the high yielding dwarf variety of wheat-Lerma rojo. Once again, he contacted 50 farmers individually. This time only 25 were prepared to grow this variety of Wheat. As mentioned above he provided them all sorts of facilities.

The reason for conducting the farmers individually was that this variety needed assured irrigation facilities. So he thought it is better to contact the farmers individually than in groups. Since the farmers have seen the high yields of these varieties all by themselves; there is now a lot of demand of the seeds of these varieties.

ii) Minor irrigation programme: Since October 1966, he has been working in Sareni block of Rai Bareily district. In this short period of a year or so, he got 47 Pucca-wells dugged and 30 tubewells installed in his block. He managed to distribute the loan of Rs.3 lacks or so for minor irrigation programme.

Although there ware certain difficulties in the initial stages in convincing the farmers of the use of the minor irrigation facilities. But later on when it proved to be a success; there is a lot of demand of credit facilities for minor irrigation work. But block is unable to meet the demands because of the shortage of funds. Here also; he has adopted the same

method of approaching the farmers.

Among failures the following are worth noting:

i) His efforts in respect of conservation and utilisation of Farm Yard Manure have not met with much success. He mentioned the reason of the failure is lack of other alternative fuel.

ii) Green manuring campaign met with almost failure. Reasons for this failure he mentioned that farmer has to loose one crop and this green manure crop is grown in summer and needs water in the hottest period of the year which, farmer does not have sufficient water for cash crop like cotton and sugar cane.

iii) His performance is popularising improved agricultural implements are also not very encouraging.

Problems

1. Poor pay scales and lack of promotion opportunities.

2. Inadequate and untimely supply of inputs hampers all the programmes.

3. V.L.W. is supposed to be under A.E.O. but mostly he is guided by the B.D.O.

4. Non-officials are not cooperative and they are obstacle in his day to day work.

5. Targets are fixed without studying the actual local conditions.

6. Less opportunity to learn about latest innovations regarding agriculture.

7. He is asked to do non-agricultural work.

8. No proper coordination with other departments especially revenue department.

Suggestions and conclusions

1. There should be some incentive to motivate the worker by way of promotion or cash rewards.

2. Area of operation may be reduced and in fixing targets prevailing local conditions should be taken into consideration.

3. Highers officers may adopt the attitude of helping and guiding. Non officials should have cooperative attitude and should not hurdle in his day to day work.

4. The various inputs for increasing production may be supplied in adequate quantity, quality and also in time.

5. The procedure for obtaining loans may be simplified. There should be proper coordination with Revenue Department.

Although there were many kinds of difficulties and drawbacks in the Community Development Programme; but still the output of the man under study is worth the name. Inspite of the fact that working conditions are not stimulating the Extension worker could definitely prove to be a constructive worker. On the whole the A.D.O. is enthusiastic, sincere and constructive thinker.

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AGRICULTURAL EXTENSION OFFICER

(A Case Study)

R.B.S.Naidu.

Background

The case under study is dealing with on Agricultural Extension Officer from Rajasthan. He is 40 years old and has passed Intermediate examination in 1948 in third division from Narayan Inter College, Sikhabad, U.P. He also appeared for the B.Sc.(Agri.) examination in Horticulture from the Balwant Rajput college in Agra, twice in 1950 and again in 1952, but both times he is not successful. He belongs to Rajput caste, hails from Gurli village, Gudwad, U.P. His father is still a practicing lawyer, his family is big having four brothers and three sisters. His family owns 20 acres of land in the above said village. He is married with two children. He appears to be on easy-going and calm person with good manners.

Training

So far he has not attended any training course after joining the service. And this is the first training course he is attending in his 10 years service at the Extension Education Institute, Nilokheri. This training is for 2 months in Extension methods.

Experience

After his failure in B.Sc(Agri.) examination in 1952, he joined in the Police department as a young cadet and he was posted in Bharatpur, Rajasthan where he served for 5 years and during this period he was transferred to various places. In April 1957, he was transferred to Agriculture department.

From April 1957 to October 1957, he worked as Food Assistant in the Office of the District Agricultural Office, Jodhpur. And from November 1957 to December 1962, he worked as A.E.O. in the Panchayat Samiti, Rashumi, district Chittalgarh, Rajasthan. Again from December 1962 to September 1964 he worked as A.E.O. in the Panchayat Samiti, Jodhpur and after that from September 1964 to till date he is working as A.E.O. in the Panchayat Samiti, Kishangarh Bas, district Alwar. Because of his 10 years service in the agricultural department as well as from his agricultural subjects studied while he was studying, and because of practical experience in the field, he developed good knowledge in the subject matter.

Workload and job assignments

He says that he works for 8 to 10 hours daily for the performance of his duties. Sometime he has to devote more time and during crop production campaigns he has to work even day over night. As

an A.E.O. he is attending the following works in the block:-

1. Distribution of seeds, seedlings, fertilizers and implements.

2. Distribution of vegetable seeds & plants and distribution of horticultural plants for orchards. And supervisiong the orchards and planting in the orchards.

3. Lay out of demonstration plot - composite and result demonstrations - and supervising the demonstration plots laid out by the V.L.Ws in the villages.

4. Preparation of Farm production plans (35 numbers/year) and and helping and supervising the V.L.Ws in preparing and executing the Farm Production Plans.

5. Preparation of village production plans and fixing the targets for Agricultural Production Plans for the Panchayat Samities.

6. Helping the farmers in Plant Protection measures.

7. Preparation of loan applications and distributing the loans to the farmers for minor irrigation works, arrangements of subsidies for Pucca water channels.

8. Preparing the list of cultivations for growing hybrid varieties.

9. Attending Kharif and Rabi campaigns and afterwards training the V.L.Ws of the areas.

10. Apart from all these works, he is attending the office work also. He is writing 30 reports annually apart from the monthly and quarterly reports.

During a month the A.E.O. tours for 20 days with 7 night halts for contacting the farmers in thie respective places and also for supervising the work of the V.L.Ws. Apart from his routine duties he helps the other departmental people also for doing their jobs. He says he is getting the cooperation from the B.D.O's staff as well as farmers for enquirying out his duties successfully and quickly.

Out of his time he is allotting 50% of his time for the office work and the remaining 50% time for agricultural works. In agricultural work he is giving equal emphasis for demonstrations, tours, contacts and distribution and supply of agricultural materials to the farmers. In short he is attending all the agricultural jobs assigned to him without any prejudice to each other.

<u>Subject matter knowledge</u>

He has enough subject matter knowledge to discharge his duties effectively. Even though he is not an Agricultural Graduate, he

acquired the knowledge because of his long service in the field. Apart from that the programmes are such which does not require much technical knowledge and he feels no difficulty in their performance. Moreover the latest techniques evolved are timely circulated through departmental circulars and instructions and he makes use of them to solve his problems. He also increases his subject matter knowledge by reading departmental circulars, magazines, booklets, pamphlets and newspapers. He is attending short trainings for 2 to 3 days in the district headquarters yearly and these trainings enrich his subject matter knowledge.

About the present Extension training in the Extension Education Institute, Nilokheri he says it is good and according to him. Such trainings must be given to each A.E.O. once in 3 years so that they are abreast with the latest technology in Agriculture. But he is of the opinion that the training must be more of practical nature than mere theoritical i.e. 75% must be field work and the remaining 25% must be theoritical.

Extension methods

So far as the use of Extension methods is concerned, he uses all the three methods i.e. individual, group and mass methods with success. But in his opinion, individual contacts and group discussion are the most effective methods for popularising agriculture. He educated the farmers by way of film shows, campaigns, study tours, field trips, method and result demonstrations. He also uses Melas and Exhibitions as a media for educating the farmers. Farm plans are also made which serve as an extension method.. He used simple audio-visual aids like charts, posters and photos for conveying the messages.

Achievements

1. He is responsible for the popularisation of fertilizers in the Jodhpur area since 1961-62 and this is due to his hard working.

2. Due to his constant efforts during the year 1963-64 at Panchayat Samiti, Jodhpur, he is able to introduce grape cultivation on a large scale and at present the cultivation is taken by large farmers on a commercial scale.

3. Introduced hybrid varieties like hybrid bajra and Mexican Wheat in 300 acres and 500 acres respectively.

4. During last year alone he installed 50 pucca wells and 75 pumping sets.

5. Created demand for seeds, vegetable seeds, horticultural plants, fertilizers and implements.

Failures

1. He tried to introduce Mango orchards in Kishangarh Bas, District Alwar. He started with 65 mango plants but the plants died after 2 months inspite of the good care given by the farmers as well as by the A.E.O.

2. Some social conservation work was started in his area. After preliminary survey the work was abondoned because of the party politics.

Problems

1. Farm plans and production plans could not be implemented due to non-availability of loans by deserving farmers. Since the loans and subsidies are given by the Panchayat Samiti; to the friends and relatives of the employees of the Samiti who make mis-use of these loans for other purposes and A.E.O. has no control over these people at all.

2. Inadequate and untimely supply of agricultural inputs.

3. Lack of cooperation from the Revenue Department as well as from the Electricity department.

4. Inadequate transport facilities to the Extension Officers.

5. Lack of incentives and promotion chances.

6. Even though he is doing all the works of an A.E.O. he is not given the A.E.O's pay since he is an undergraduate.

Suggestions for improvement

1. His pay must be raised so that it must be equal to the pay of an A.E.O.

2. Incentives and promotion chances must be given to the Extension workers.

3. Transport facilities must be given to the A.E.Os for efficient and quick work.

4. Interferences from other departments must be checked and avoided.

5. Loans and subsidies mut be granted by the Government agencies rather than by the Panchayat Samiti. This will increase the efficiency of working in the Agricultural field.

Analysis

Since he was transferred to the Agricultural department from the Police department his interest towards the Community Development Programmes is artificial. In the beginning he wanted to

work efficiently and sincerely in the block but because of the party politics inside the organisation he was disgusted and at present he is carrying on his jobs just to satisfy the superior officers and achieve the targets only. But he carries out his jobs most efficiently and quickly because of the cooperation from the block staff and farmers. He can do better work if the Panchayat Samiti did not interfere with his day to day work. He is also very much unsatisfied with the low pay scale fixed to him even though he is doing the same work of an A.E.O. in the block. Lack of promotion chances make him slow in the work. Frequent transfers is also one of the major problems in the working of the Programmes and his relationshop with the villagers

With all these worries and difficulties still he is doing his work efficiently and satisfacotrily even at the age of forty. For him age is not a barrier to do his duty. If the worries and difficulties are removed he will do the work much better than any other worker in the block. Since he is trained in the police department he carries out his work sincerely and efficiently like a diciplined soldier. Finally he is interested to do all the agricultural jobs and at the same time he wants to lead a calm and peaceful life.

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AGRICULTURAL EXTENSION OFFICER

(A Case Study)

R.L.Khurana.

Introduction

This study pertains to an Agricultural Extension Officer working in Padampur Panchayat Samiti in the district of Sriganganagar (Rajasthan). His Samiti is covered under the Package of Practices Programme. He is a young man of 26 years of age and belongs to a middle class farmer's family of Baraut (U.P.).

Educational qualifications

He passed his B.Sc.(Agri.) in 1961 from Jat Vedic College Baraut, in 2nd division with the following subjects:

1. Agronomy
2. Entomology
3. Agricultural Engineering
4. Plant Protection
5. Plant Chemistry
6. Soil Chemistry
7. Agricultural Economics
8. Extension Education.

Experience

After passing his B.Sc(Agri.) he joined M.Sc.(Agri) with Agronomy, but in the same year i.e. 1961 he got the job of Agricultural Extension Officer in Community Development and because of his sincere interest in the Community Development Programme and one advice of his friends, he left the studies and joined duties as A.E.O., on 26.9.61 at Panchayat Samiti, Bhukhia, district Banswara.

He served there successfully from 26.9.61 to 2.11.66 After that he was transferred from there to Padampur Panchayat Samiti, where he joined on 3.11.66 and is still continuing.

Training

He had had his first Inservice training for 4 months from December, 1962 to April, 1963 at Tribal Orientation and Study Centre, Ranchi. This training contained Theoretical and practical knowledge about tribal life and culture. Apart from this instructions were imparted to him in regard to way of life as an Agriculturist with the various tribes, their way of conducting Agriculture, their feelings and the practices followed by them. Broadly speaking 50% training was in connection with tribal life and culture and 50% of the

training related to agriculture side. As also it contained instructions in modern poultry farming. The 2nd inservice training he is undergoing at present in Extension Education Institute, Nilokheri. This training has been captioned as "Special Integrated course in subject matter".

His jobs

At present he is working as A.E.O. in Padampur Panchayat Samiti, in district Sriganganagar(Rajasthan). There are 125 villages in his area and 10 VLWs working under him.

1. He has been assuring the right selection of Method demonstrations for various villages. The Composite demonstration, wherein improved seeds and other inputs, improved practices are employed, is more commonly used in his area. Proper irrigation, plant protection measures, fertilisers etc. are assured for such plots. He also ensures maximum participationn at the time of Result Demonstration so that farmers may see for themselves, the advantages of growing high yielding varieties. Of course he ensures proper irrigation facilities at the time of distribution of hybrid seeds and fertilizers.

2. He spends major portion of his time in field work i.e. 80% of his time. About 5% on office work and about 15% on non-Agricultural work - like social reducation, health, cooperation, improvement of village roads, c education etc. This also includes Animal Husbandry & poultry. Out of 80% of his time devoted to Agriculture he devotes his time on the following items with priority:

Method & result demonstrations	70%
Distribution and supply of inputs etc.	
Tours & contacts.	5%
	5%.

3. To equip him with the latest information, he gets information from the Development Department of the State, Research Stations, Journals & magazines, Seminars and conferences, radio and study tours etc.

Subject matter knowledge

The training received by him at Tribal Orientation and Study Centre, Ranchi proved to be very useful and helped him in putting his subject matter knowledge to practice with a view to popularising high yielding varieties and package of practices amongst the tribals and other farmers. In his area, where he started his service viz. District Banswara, there were many a tribes doing Agriculture. Poultry farm practice - training received also proved to be quite helpful to him in discharging his duties more efficiently. He also feels that the training being received by him at present at the Extension Education

Institute, Nilokheri is also going to equip him with the knowledge of latest varieties in high yielding crops and the latest practices and inputs required for high yielding varieties.

Extension methods

He has been using the following 2 methods:

1. Individual contacts.
2. Group contacts.

He states that mass contact has been used by him extremely rare and he does not find it to be very effective. He has been mostly depending upon individual contacts, although he found it to be more time, money and energy consuming, yet he feels that this leaves sufficiently good effect on people and the purpose of Extension method is achieved, to a great extent, therefore he prefers it. Group contacts is the next effective method he has been using for Result demonstrations, and for Discussions and suggestions for imparting knowledge about improved varieties of seeds and uses of fertilizer etc.

Individual contact method he has been mostly using for popularising high yielding varieties for increasing Cooperative Societies membership and for method demonstrations etc.

Attitudes and relationships

His attitude and relationship with his department staff is quite healthy as is evident from his corroboratory statements, during the interview.

There are two Agricultural Extension Officers, 1 Extension Education Officer, 1 Cooperative Education Officer, 1 Progress Assistant, Gramsevaks working with him apart from the Vikas Adhikari & members of the Panchayat Samiti etc. He states staff meetings are held periodically, where problems of all kinds relating to job and personal are discussed and solutions found out, with a view to running Community Development Programme more smoothly. He feels that hardly there was an occasion when he had had harsh time with his colleagues.

The powers to distribute inputs for Package Programme rest with the A.E.O. in his area. He selects such villages, where sufficient irrigation facilities are available. Then he distributes the hybrid seeds, fertilizers in such villages.

On the basis of information received from VLWs, an annual Production Plan is prepared and is discussed with the Vikar Adhikari of the Panchayat Samiti. The Zila Parishad after proper modification sends it to the Development Commissioner, which when approved is carried out in a year. The Plan envisages

the requirements of funds, irrigation facilities, seeds, fertilizers, plant protection, health work requirements for both men and animals, educational requirements and other Community development requirements. He states that through out the year the Panchayat Samiti and Vikas Adhikari work within the framework of the approved plan. Of course whereever unavoidable, the plan contents are modified and got approved by Development Commissioner during the course of the year.

He conveys the message of Extension Education through religious and other interesting stories with good morals while having job discussions with the farmers.

Problems

1. In Panchayat Samiti system, biggest problems is the party politics which hinders not only the work of the Extension workers but also the Community itself does not achieve much success because the opposite parties try to harm the Community work done by one party, may not get prominence.

2. The A.E.O. further feels that supply of inputs like seeds, fertilizers and plant protection material should be made in time. Many a times these inputs are received so late from the State and district level that whole idea of their usage is defeated. For example if a hybrid seed is supplied after the sowing season is out, that seed will not be used in that season and will be idle. If suppose the Extension worker succeeds in convincing some farmers to take seed and sow at a late stage then the yield is certainly going to effect towards lower side.

3. Recovery of loans from the farmers is a problem confronting the A.E.O.

Analysis

The A.E.O. under study appears to be an enthusiastic and intelligent worker, owing to the fact that he does not have any significant problem and observes his targets for Agriculture and other fields in Extension work. He does not have any problem with his colleagues or the farmers working with him. Although there are difficulties with regard to party politics in his area in the Panchayat Samiti but he seems to be a determined worker working through the circumstances. The reason, perhaps, is that he is having a farmer's blood running in his veins, which stimulates him to work for the betterment of the village folk.

He seems to have been successful to a great extent in popularising high yielding varieties in his area. He has been successfully completing the target of 2 Agricultural Demonstrations in his area every year.

With regard to supervision of the V.L.Ws/farmers working in his area, he has had no difficulty and has been receiving full cooperation from all quarters.

The other major difficulty, which hinders his work is the untimely supply of inputs like seeds and fertilizers etc. These if made in time, could solve his as well as the villager's problems. The delay occurs at the district or state level. He has narrated two success stories of the following 2 farmers:

1. Shri Shandhu Singh of Dokar village in Banswara district.

2. Shri Galba of Borbania village district Banswara.

These two stories depict the extension activities deployed by him in educating the farmers and improving their crops and yields. These two are just example, but there are so many such cases in which he states he has tried the improved methods successfully with the farmers and now they have started adopting the improved practices on their own.

Remarkable thing is that he did not have any occasion in which he faced failures. As such there are no failure cases cited by him.

Suggestions

The suggestions have been deivided into 3 parts, those to be observed at the Government level, at the State level and by the A.E.O.

At Government level

With a view to cope with the changing requirements of the farmers with the rapid introduction of new high yielding varieties of crops and new methods adopted, the A.E.O. should be given training more frequently to develop subject matter.

At State level

1. The supplies of inputs like hybrid seeds, fertilizers, plant protection material etc. should be made in time by the State/District officers so that the work does not suffer.

2. The A.E.O. under study is quite satisfied with his jobs and wishes to render as much service to the farmers to improve their lot as possible. He is quite energetic and enthusiastic towards his job. I feel he is an Extension worker in the real sense. His way of convincing the farmers and conveying the message of Extension Education through good-moral stories and poems is perhaps one of the best methods liked by the village folk. As such he should be encouraged and given incentive.

At the A.E.O. level

It is understodd that in his area, there are a few farmers who are holding large areas of lands for cultivation. The A.E.O. should try to encourage mechanised farming with such farmers with a view to getting optimum produce from land.

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AGRICULTURE EXTENSION OFFICER

(A Case Study)

By
R. Santhanakrishnan

Introduction

This study relates to an agricultural extension officer belonging to Rehta Mafi village of Moradabad district in Uttar Pradesh. He is working presently in Bareilly district of Uttar Pradesh.

The main objectives of this case study is to analyse the factors responsible for his success or failures in the community development programme and to evaluate objectively how for the community development programme has contributed to the increased agricultural production. The study is also attempt in presenting his attitude and views in solving the problems facing the cultivators.

Educational Background and Experience

The Extension Officer studied is a young man of 26 years coming from a respectable family engaged both in agriculture and service, possessing good initiative and enthusiasm to work directly with villagers. He is graduate in Agriculture having passed out from the R.S.K. Degree College, Simbholi, Meerut district (UP) during 1963. The previous and final examinations included such subjects as Agronomy, mycology and plant pathology, entomology, agricultural economics etc. and hence has good subject matter knowledge to deal effectively with cultivators. Before joining the community development programme, he has worked for one year as assistant teacher in the education department and also as laboratory assistant in the Dam Construction Department, Kalaghar for six months. He feels that the present assignment is challanging as he is directly involved in his schemes to increase agricultural production, which is the need of hour. Given the necessary facilities, he is sured to bring about the results.

Training and the Agricultural Extension Officer's Image.

During 1964-65 he attended the Refresher course of 4 days' duration in Horticulture at Government Horticulture Garden, Choratia, Ranikhet, He feels that the

training has been very useful even though of only limited period, in as much as helped him to get first hand subject matter knowledge in regard to cultivation of apples, peaches and other fruits. The training proved again to be of use when he was posted to work as agricultural extension officer, Pohri Garwal Block in UP. The area, being hilly was highly suitable for cultivation of fruit and he made useful contacts with villagers in introducing new practices and variaties.

He entered the community development programme with the image of giving practical help to villagers in the field of agriculture, to gain subject matter knowledge and to effectively try various extension methods. His image of the cultivators is that they can really bring about revolution once they are given necessary inputs in time with credit on easy terms. His attitude is one of deep faith in their betterment and feels that the programme if properly implemented, can bring about the desired results. He is fully convinced of the effectiveness of the programme in bringing about prosperity to the villagers through mutual self help and decentralisation of powers. However, he feels that the people should also contribute for their own welfare and not depend entirely on the government. Further he expects good response from the cultivators, from higher officials and asserts that they are coming up although slowly. He has found the job to his satisfaction and therefore does not have difficulty in doing his work effectively.

He hopes that the present training will give him ample opportunities for gaining more subject matter knowledge especially in the spheres of plant protection and high yielding varieties of wheat and jowar. He is also hopeful of practicing some of the new extension techniques in the village practicals.

Use of Extension Methods

The individual contact, even though costly and time consuming, has been found to be most effective by him. The reasons are that the farmers can be convinced through personal persuasion and helps to build rapport. He has been able to persuade many villagers to take up to high yielding varieties through this method and the consumption of fertilizers has also gone up. Becuase of group rivalaries and political bickerings, he feels that group and mass contact may not be effective.

However, he feels that the audio-visual aids may prove useful in cases where the group is responsive and little educated. He has also found demonstration to be exteemely useful in spreading improved practices.

Areas of success and failures

The extension officer, in the first instance, has been successful in the campaign of preventing attack of pests on stored products. He has been able to make contacts with cultivators and they have taken up improved storage facilities and also simple storage structure. Further some of the fumigation and grain protaction chemicals have also been used and the losss of grain during storage has been considerably reduced.

Secondly, the extension officer has been able to persuade small farmers numbering about 20 to take to cultivation of Lerma Rozo and Sonora 64. He provided them with timely inputs and also arranged for credit. Full technical guidance was extended by him and the farmers also enthusiastically cooperated with the result that the yield was very high in each case. Now he faces the problems of arranging for seeds and other inputs for these farmers as also others who want to take up to these varieties. One of the farmers actually offered him wheat in appreciation of his services, but he politely declined. Ordinary wheat can be sown only before November 30, but the dwarf wheat can be planted even upto December, 25. So most of the lands, when water and other facilities were not there they remain fallow. The maxican wheat easily filled the gap and the farmers were able to sow up to end of December and reap the benefits of bumper crop. This was result of his intensive campaign and he feels proud of this little service which has provided the farmers with higher income. In all during the last season he has distributed about 30 quintals of maxican wheat, and the demand, according to him is likely to go up by several times.

Regarding the failures, the extension officer has not been able to popularise the hybrid ganga safaine maize, because of facts that there is no cross pollination due to hot weather. The required dose of fertiliser and irrigations did not help him adoption of this variety because of the above reason. In the case of F 320 cotton, he has not been able to popularize it due to the fact that the flowering is not uniform and the lint quality not good either due to seed defect or climate. Apart from these the Extension Officer has been successful and suggests research work on the above topics.

Deficiency Areas

The Extension Officer feels defecient in the area of Plant Protection and wants separate training programme in the use of sprayers and dusters with latest plant protection chemicals. He wants information about chemical formulations, dosages, and specific information about pests of major crops. He feels that the present training will give him atleast some insight into this aspect.

Problems faced:

Though successful in may of the schemes of the block, the extension officer feels that the administrative structure should be flexible and red tapism should be reduced. He feels that the B.D.O.
/of should be sympathetic and not only/supervisory/ nature./in
Targets should be realistic and he feels that the cooperation from Revenue and Cooperative Department is not adequate. Inadequate and untimely supply of inputs breaks the good rapport already built and he suggests that farmers be given the due status they deserve. Literature should be made available in plenty and he feels that the office works takes about 70% of his time. Sometimes he has to do non-agricultural work also. and the time available for technical guidance is less. Lack of audio-visual aids and information about latest improvements hampers the work.

Analysis and Conclusion

The above views of the Extension Officers brings to focus that though he has subject matter knowledge, initiative and drive, he has not been able to convince most of the farmers in regard to high yielding varieties. This has been mainly due to the fact that the number is large and the inputs are not available in time. If the decentralization of powers takes real effect, he feels that the villagers can be motivated through self-help to greater prosperity. Another hurdle seems to be the rigidity of administration and the planning should be from bottom to top, and not the vice versa. Coordination seems to be lacking among the Departments and the Extension Officer needs to be free for giving technical guidance to villagers instead of pined down in paper work. He needs incentives and proper atmosphere for work and needs to be encouraged at higher levels.

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With regard to his background, there is no doubt that he is sincere, painstaking and he has deep faith in the cultivators and the programme. Secondly he gets cooperation from the farmers in his activities as also from VLW's which gives him confidence. Thirdly it is clear that he makes use of individual contact and demonstrations effectively to reach cultivators. Fourthly and finally the outlook, image and attitude of the extension officer is broad enough to accommodate the small farmers who are the real ones to be reached. Given the necessary facilities he is bound to be more successful and may probably be an model officer.

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CASE STUDIES OF VILLAGE LEVEL WORKERS

This exercise of writing case studies has been assigned to both the National Productivity Council Probationary officers as well as the Extension Officers. A concurrent course for Senior Village Level Workers has been made use of for this purpose. The V.L.Ws were allotted to each of the participants to whom this assignment was given. In the following pages will be found eleven selected case studies of the Senior Village Level Workers who are undergoing training at this Institute. The specific focus of these case studies is to find out the areas of deficiencies experienced by these Senior Field workers so that the training programmes at the centres could be improved upon. Although the common tendency of the Village Level Workers is to emphasize on the administrative problems, an earnest effort was made to bring out certain factors connected with the attitude and the method of working of these key personnel.

The main points from these studies have been summarised and analysed. These will be found at the end of the booklet. These findings provide guide lines to those who are connected with the work of Village Level Workers as well as to those who are responsible for conducting training programmes for these Extension workers.

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VILLAGE LEVEL WORKER
(A Case Study)

By K.S.Warrier.

This study was conducted to get some details regarding the individual background, experience and training, attitude, workload, method of approach and problems which he is facing in the field. The information compiled in this report is based on the interview with the village level worker. The suggestions for improvement offered are on the basis of the reactions obtained through direct interview method and personal discussions.

1. Background:

The VLW under study is 37 years old. He is from Patla village of Meerut District, U.P.State. He is a Jat by caste. His family is having 30 acres of land which is being cultivated by the three members of his family including himself. He had undergone his education in Bulandshare in Uttar Pradesh.

The VLW under study seems to be an easy going type and rather careless. In fact he does not like his job. After putting up 13 years of service he has no idea of his future possibilities. He is having pleasing manners.

Details of present circle in which he is working:

The VLW under study is working in the Union Territory of Delhi. His circle is about 70 kilometers from his home-village. This circle is an urbanised area. The circle is comparatively small in size and even the farthest village is only 4 kilometers away from the VLW's headquarters. The population consists of 35% agriculturalists, 35% labourers and 30% having other occupations. The area is having all living facilities. It has got a good road net work. There are 4 cooperative societies, 6 primary schools, one higher Secondary School, one Veterinary hospital and four sport and recreation clubs. It has also got one television set for community use.

2. Educational Qualifications & service.

The VLW under study is a matriculate. After matriculation he completed 2 years Agricultural Diploma course from the Agricultural College, Bulandshare in U.P. in 1953. He got only 3rd class in Matric and second class in the Agricultural Diploma Course. From his academic qualifications it seems that he was below average in his studies.

3. Training:

After joining the service as a VLW he had undergone a 6 months Extension Education Training in 1956 and a two months refresher training in 1959 at the Extension Education Institute, Nilokheri.

4. Experience:

He joined as a Gramsevak in 1954. By this time he has served three Blocks and has put up 13 years of service. He has put up 10 years of service in the present village in which he is working now also.

For the last eighteen months he was handicapped from regular work by the attack of typhoid and its after effects. He was on leave for most of the above period.

5. Jobs and workload:

He on an average utilises 6 hours daily on tour. He has to prepare a minimum of 5 reports per month. He is also maintaining several registers. According to him a VLW has got no definite working hours and so he is compelled to work for all the 24 hours a day. His timing is not a rigid one and it varies with the reason and the type of work.

In the beginning of his career he was a multipurpose worker. But at present the first priority is for agriculture. In addition to the agricultural works he is at present attending to the works connected with the cooperation , rural communication, family planning , sales of T.B. Seals and other stamps, looking after the welfare of the families of service personnels etc. He is also having some works connected with the civil supplies.

90% of his time is spent on agricultural works. Among agricultural works the order of priorities are fertilizers, popularising high yielding varieties of Jowar, Bajra and Paddy, preparation of IADP Plans, Demonstrations, arranging credit and supply etc. The next order of priority in his work is for cooperation. In this he arranges credit and supplies according to the plans prepared and enlists members to the cooperative societies. The rest of the items utilizes the remaining percentage of his time.

According to the village level worker when he entered the service his duties were like that of a missionary worker. But this concept was changed from time to time. Now he is only a regular government employee having enough of routine works to look after.

He faces several problems in his regular works. The targets are unrealistic. Supplies are untimely. The planning is done by the officers at high levels who have no idea of his village conditions. He is also having an impression that high officials are only supervising him and not helping him to do the regular works. He is also not getting proper assistance from the village leaders in carrying out his works effectively. Local party politics interferes with his works and affects its effectiveness. Even though he is having a good amount of office work he is not provided with stationery and proper registers for his office. He also feels that at present the IADP plans are only paper plans due to the reasons of not sanctioning the loans in time and the party politics in the working of cooperative societies.

On analysing the situation as a whole it can be seen that the works are not taken up as per his own initiative. Mostly he is only obeying the orders from the higher authorities. According to him there are no future plans. The plans will vary from time to time. All his works are routine works.

6. Subject-matter knowledge:

The VLW under study seems to have sufficient subject matter knowledge to discharge his duties. Since the programmes are such which do not require much technical knowledge he feels ... no difficulty in their performance. Moreover, the latest techniques evolved are timely distributed through departmental circulars and instructions and he make use of them to solve his problems. He also is reading periodicals, pamphlets and newspapers regularly.

He is interested in knowing more details about the cultivation of high yielding varieties, use of fertilizers and plant protection chemical and new extension methods if any. He is attending the training with this purpose in mind.

7. Extension methods:

He seems to believe that individual contact is the effective method of approach. He is also conducting group discussions and method and result demonstrations.

He is not getting enough cooperation from the local leaders and local institutions. Whenever they take little interest they will be having some self-interest. Moreover, he is of the opinion that now-a-days he is not in a position to do his work effectively due to the interference of local politics. He also arranges local trips.

8. Achievements and failures:

During whole of his service period he mentioned some of the achievements for which he feels contented. These achievements include construction of community centre, local works, Pavement of village roads with bricks, introduction of fertilizers and plant protection measures, popularising high yielding variety and other improved seeds, constructing irrigation wells, using tccavi loans etc. He intends to popularize the high yielding varieties in future with an idea of increasing agricultural production. By the rural communication works he was able to provide marketing facilities to villagers thereby avoiding middle men's business. Now the villagers are availing cooperative loan facilities to a greater extent and they are adopting improved agricultural practices. He has also done successful work in enlisting members to the service cooperatives. Among the result demonstrations conducted in the circle the vegetable demonstration plots attracts public attention greatly. On analysing his work it can be seen that he had done some good work in organising youth clubs and sports clubs. He is also getting cordial cooperation from the villagers. This is also a success in his work.

During the whole period of service of the village level worker under study, the VLW does not feel that he has failed in any of the aspects very significantly. But he feels, that he was not able to convine the farmers on the importance of repaying the loans, taken by them from the local co-operatives, in the proper time. According to him under the present circumstances farm production plans as the loans are not sanctioned in time due to various reasons like the role of politics in the service cooperatives and official delays.

9. Problems:

In the own words of the village level worker the higher officials come to his circle only to check him. Their intention is not to guide him in his difficulties - but to find fault with him.

The VLW gives great importance for providing credit facilities to the farmers. Thus he pays great importance to the visit of cooperative Extension Officer to his circle. During my preliminary discussions with the VLW he gave me an impression that the cooperative Extension Officer is the only Extension Officer who is paying some attention to his work. But assessing his frequency of visit by the CEO to his circle he had visited this VLW's circle only once during the last months.

He does not pay much attention to the Agricultural Extension Officer's work. But AEO had paid 4 visits to his circle during last month. This shows lack of planning on the part of both AEO and the VLW to utilize their presence in the village most effectively.

The Block development Officer does not pay any regular visits to his circle. But the VLW under study used to bring his problems to the notice of the Block.-Development Officer during the regular staff meetings. The VLW feels that these representations have done nothing to improve his working conditions. He also does not expect any help from the Block Development Officer on his personal problems.

10. Analysis.

On analysing this case study, it comes to our conclusion.

i. The VLW under study is trained in Agriculture in which he studied all the branches of agriculture.

ii. In training programmes he wants more idea or improved and high yielding seed varieties, use of plant protection chemicals, fertilizers and extension methods.

iii. There are severe interference in his regular work from local politics.

iv. Higher Officials are not paying much attention to his difficulties in his regular works.

v. The targets are unrealistic and are made at higher levels.

vi. Lack of cooperation on the part village

leaders and their self-interests (The VLW under study gets cooperation from the local leaders only in getting the loans through cooperatives).

vii. Lack of programme planning on the part of the VLW as well as the Block Staff.

viii. Lack of promotion possibilities for the village level workers.

ix. The VLW requires more assistance from the Block Development Officer and Extension Officers.

x. Arranging supply of inputs and credits in proper time is necessary for the effectiveness of the programme.

Suggestions:

i. Much importance is to be given for subjectmatter covering improved and high yielding variety seeds, fertilizers and plant protection chemicals.

ii. Both the VLW and Block staff have to plan their programmes sufficiently early.

iii. There is need of consistant guidance and supervision by Block Extension Officer. Most of the problems and difficulties faced by the VLW can be solved with the help of these officers. These officers should work in contact with the VLW.

iv. The programmes taken up in villages should be of need and interest of the farmers. The programmes that come from above, do not get support of the farmers.

v. There should be some incentive by way of promotion. There is at tiems even no recognition of good work and there is also no punishment for bad workers. Unless the principle of reward and the principle of fear are followed at the Block administration, there will not be any progress.

vi. There should be some check on the adverse effect of party politics in the regular

working of VLW and the working of cooperatives.

vii. Reducing the work-load in office work and providing necessary facilities to the existing office.

viii. Giving facilities of credit and supply so as to implement I.A.D.P. Plans.

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VILLAGE LEVEL WORKER

(A Case Study)

by

K. Nithyanandan

The information compiled in this report is based on personal interview with a Senior Village Level Worker attending the Refresher Training Course at Extension Education Institute, Nilokheri.

Background

The VLW under study is working in Raipur Village, Shajapur district, Madhya Pradesh. This 33 year old man comes from a village. His family owns no land. In spite of this draw back he has chosen the field of Agriculture with a real spirit of helping the bulk of the rural people and to serve for the betterment and uplift of the farming society. He is married and father of five children. His wife also comes from a village and so there is no difficulty for him to lead a rural life. His wife feels happy about the significant role played by her husband in the progress of rural people especially the farming community.

Education

He received his primary education in a village. From 6th standard to school final he studied in Bhopal city. After the school final he joined as VLW. While in service he passed Intermediate Examination by appearing as a private candidate. This shows his sincere desire for learning more and more and thirst for knowledge.

Trainings atttended

As a VLW he has attended the following trainings:

Trainings	Place	Year	Duration
1. Extension Training	Bhopal	1953	6 months
2. Basic Agriculture Training	Satrati West Nemar	1959-60	1 year
3. Refresher Course	Gwalior	1961-62	2 months
4. Refresher Course	Nilokheri	1967	2 months

In the Extension Training at Bhopal he learnt the various Extension Methods. He says that this training was useful in the sense that it dealt with the fundamental problem of how to approach the farmer and convince him. Apart from the theory aspects, he received practical training in the use of various aids such as audio visual aids, visual aids, making of charts, posters etc.

In the year 1959-60 he received one year training in Basic Agriculture at Satrati, West Nemar. This training helped him to acquire a thorough knowledge in Agriculture. Apart from the detailed theory portions, practical aspects developed many skills in him and improved his competence. This training fulfilled the needs of the job requirements and the objective of the field were fully met with.

Besides these, he took a Refresher Training Course in 1961-62 at Gwalior, Gramsevak Training Centre. He feels that this training refreshed him and made him to know the latest technology in agriculture and Extension Education.

He is at present undergoing a two months Refresher Course at the Extension Education Institute, Nilokheri. He feels that he has learnt many new things especially about high yielding varieties, improved implements, plant protection, vegetable growing and other improved latest agronomic practices. He says that these things will be of more use to the farmers.

Experience and nature of work

After his school studies he joined as VLW and continues to be the same. So far he has put in 14 years service. Since his objective is to help the rural people, he feels happy to live in village and proud of being a VLW who can help the villagers in their multivarious problems connected with their day to day activities. Further he says that since he is devoting most of his time to the agricultural sector, which feeds the whole country, he is happy that he is contributing his little share in solving the food problem of the country. He says that he works hard and very sincerely. He says with full confidence that he can convince any farmer with his action and words. At the same time he does not want to convince his superior officers without doing any work. He says that it is against his conscious.

He is concentrating more on agricultural activities which can be grouped into the following four categories according to him.

1. Educating the farmers.
2. Supply of inputs to farmers.
3. Irrigation projects.
4. Taking farmers' Problems to A.E.O.

Educating the farmer:

For this he spends 45% of his total time devoted for agriculture. He feels that our farmers are tradition minded and to change their attitude and way of thinking it requires patience, and persuation which demand more time. So, he spends more time for educating the farmer about the improved practices, new high yielding varieties, use of improved implements, fertilisers, insecticides and other recommendations which are given from time to time. He conducts method demonstrations often to educate the farmers, for example how to use a sprayer, duster etc. He has conducted five result demonstrations in the last Rabi season with wheat and gram. He prepared 60 production plans in his circle and he feels that it is a way of educating the farmer. After some time, he says, the farmer will be able to stand on his own legs.

Supply of inputs to farmers

He says that farmers who lack resources, are to be supplied with the necessary inputs if they are to adopt the new improved practices. Supply of inputs to farmers forms the next major work and he devotes 25% of the time meant for agriculture for this purpose. In this he work includes distribution of improved varieties of seeds, fertilisers, chemicals and implements. These are given to the farmers both at full cost and on subsidised rates. In some cases for example, fertiliser, is given on loan also to the farmer. For this the VLW has to recommend the farmer's need to the A.E.O. Similar is the case with implements, chemicals and improved seeds.

Irrigation projects

Since he is in an area which lacks assured irrigation facilities, he pays more attention to the irrigation projects. He spends 20% of the time meant for agriculture for this purpose. He helps the farmer in the installation of pump sets, pumping water from river during dry period, digging well and installing electric motors. Loans are given for digging well,

tube-well, purchase of oil engine and electric motors. The VLW helps the farmer in getting this facility. Further he extends his help to the Irrigation Department people in carrying out their work.

Taking farmers' problems to A.E.O.

The VLW takes any problem faced by the farmer, for which he has no ready made solution, to A.E.O. For example if there is a new pest incidence in the field of a farmer he does not know what chemical to apply for its control. He takes this problem to A.E.O. and gets his advise, passes on the recommendation to the farmers and helps in implementing it. Similarly he takes many of the farmers' problems to A.E.O. and finds the way to tackle them.

Subject matter knowledge

He possesses adequate knowledge and skill to discharge his duties efficiently and to deliver his recommendations most effectively. He is of the opinion that at least once in three years a two months refresher training should be given to VLW to brush up his knowledge and to equip him with latest information and technology. Apart from this he wants a week to 10 days programme every year which will expose him to the new developments that are taking place from time to time.

The deficiencies expressed by him were in the field of plant protection and the high yielding varieties programme. The reason attributed by him for these deficies are the too many arrival of new chemicals in the market, new equipments to handle them and the difficulty in diagnosing some of the pests and diseases. With regard to high yielding varieties he says that there are new varieties coming up very often. A new variety introduced last year is being replaced by another new variety this year. These new varieties demand high technical knowledge and skill apart from several precautions to be followed in culturing them. There is constant change in the technology. To get upto date knowledge and information he wants frequent exposure to the new development.

He reads the monthly "Unnatti Krishi" and "Indian Farming" regularly to keep in touch with the changing technology and improved practices. Apart from these he spends some time to read the leaflets, pamphlets and other literature supplied by the Department from time to time.

Attitudes and Expectations

He feels that the object with which the community development programme was implemented is good. In the first 7 or 8 years the working of the programme was satisfactory. But now he feels the programme is not working satisfactorily due to political reasons and changing Government policies. For the success of the programme he suggests that the workers should be more sincere and the targets should not be imposed on the workers. He is of the view that there should be more coordination between various departments for the success of this programme.

Relationship with people

He thinks that agriculture is the main job of VLW. As he sees the villagers expect of him information about improved practices, timely supply of fertilisers, improved seeds, pesticides, implements and loan and frequent visits to their farms and homes. He receives excellent cooperation from villagers since they have faith in him. Persons like teacher, cooperative secretary, cooperative president, village headman, patwari and panchayat president help in carrying out his work smoothly.

Relationship with Officers

Being a sincere worker, he receives all necessary help and guidance from his officers. All the block staff always use him to work with the villagers. The A.E.O. visits his circle often. The VLW takes the problem connected with his work to the block staff and tries to solve it. For example the cooperative department do not supply the fertilisers in time. He expressed the reaction of the farmers to A.E.O. The A.E.O. and Assistant Director of Agriculture contacted the Cooperative Department and arranged for the supply of fertilisers. He also personally takes initiative and meets the Cooperative Secretary and President and arranges for the supply of fertiliser.

Achievements

Some of the achievements pointed out by him are given below:-

1. Best VLW of 1963-64.
2. Introduction of Hybrid Bajra (This year his achievement in this exceeded more than twice the target)

3. Introduction of high yielding wheat varieties.
4. Installation of pump sets for irrigation purposes.
5. Created more demand for fertilisers, improved seeds and implements.

Problems

Quoting an embarassing situation he says that he promises the farmers that he will arrange for the requirements for following a new practice. Due to lack of coordination between the departments the supply is delayed very much. This makes him unable to keep up his promises and he has to cut a sorry figure before the villagers and ultimately they lose faith in VLW. Though he is working in the midst of excellent cooperation both from the farmers as well as his officers, he points out some of the following problems and difficulties:

1. Supplies which are always untimely, inadequate and at times more costly.
2. Inadequate irrigation facilities. Irrigation facilities are to be provided before popularising fertilisers and improved varities of crops.
3. Inaequate credit facilities which make the needy farmers also not to get the benefit.
4. Too much of supervision by a number of officers.
5. Multivarious activities which are not directly connected with agriculture.
6. Lack of encouragement and incentive to a sincere worker.
7. Lack of promotion chances for senior VLW. He says that even after putting 14 years service he still remains as a VLW only. This does not encourage him.
8. Too much of paper work takes away a lot of his time which he can utilise in a more useful way.

Analysis

From the above mentioned details the following derivations can be made:

1. The VLW under study comes from a rural atmosphere and he has real spirit of service to the rural people.

2. He is a hard and sincere worker and very much devoted to his duties and he always feels happy to meet the farmers and render his help to them.

3. He feels that the training programmes help him to acquire new knowledge and latest development.

4. He utilises the extension methods most effectively in conveying the information to the farmers and he meets with success very quickly.

5. Since he has lot of interest and initiative in his work, he receives excellent cooperation both from the farmers and from his officers.

6. The farmers have abundant faith in him and they show the least resistance to whatever he recommends.

7. He has full confidence in him in his knowledge, skill and behaviour with the people, and he says without any hesitation that he can convince any farmer by his way of approach and words.

8. His ambition and eager to learn new things are great.

9. He wants recognition for his sincere work and says encouragement and incentives will go a long way in keeping up his sincerety and devotion to duty.

In conclusion, he is an ideal VLW. He talks less and does a lot. There is no wonder success has embraced such a hard and sincere worker. He is the best example for the proverb "full pot does not spilt".

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VILLAGE LEVEL WORKER

(A CASE STUDY)

by

R. Santhanakrishnan

Introduction and background

This case study relates to a village level worker of district Gwalior, Madhya Pradesh who is currently undergoing refresher training at Extension Education Institute, Nilokheri.

He is a young man of 34 years age, having passed the Matriculation examination in 1954 and has had considerable background of village life. Even though his family does not own land and his early days were spent in city, he possesses the sincerity initiative and drive to deal effectively with cultivators. He passed out of the Gram Sevak Training Centre, Gwalior in 1955 and joined service on 17.12.55 as village level worker. He has so far served for 12 years in 5 blocks and in the present block he has been working for the past 4 years. He has 24 villages in his circle and the headquarters village has a population of 1045 people. He is married with two children but his family has settled down in Gwalior.

Training and Experience:

Before entering the government service as VLW he got one years' Basic Course at Gramsevak Training Centre, Gwalior. He has also undergone 6 months special training at Extension Training Centre, Nowgong, in Madya Pradesh. He is also currently undergoing Refresher Training at the Extension Education Institute, Nilokheri. Besides the theory courses which covered such subjects as agriculture, animal husbandry, extension, community development, cooperation and industry, there was equal emphasis on practicals to develop skills and competence to deal effectively with the cultivators. The VLW rather feels proud that he has been given an opportunity to increase Agricultural Production, which is the prime need of the country. Belonging to Maratta Caste, he has imbibed the spirit of dedicated service and has full cooperation from the farming community. He has till now worked for 12 years in 4 different blocks and therefore feels confident of achieving major results.

He feels that the work is rewarding, and given the necessary facilities the cultivators can easily make the country self sufficient. He feels that the six months extension training at Nowgong has enabled him to keep himself aware of the latest technical subject matter and also extension tools. The present training, according to him, will enable him to acquire new skills especially in the field of Plant Protection and demonstrations. He also hopes to improve his oral communication to deal effectively with farmers individually and also would like to operate and prepare audio visual aids.

He works for nearly 10 hours a day and the important activities are the high yielding programmes, minor irrigation, distribution of fertilisers and pesticides and arranging for credit. He spends about 60% of his time on high yielding programmes, but feels that considerable time should also be spent on irrigation programmes, because this is the limiting factor in increased production.

Subject matter knowledge;

He has full confidence in his ability to give technical guidance to farmers, but would like the higher authorities to post him upto date latest research findings. This he feels can be done by regular inservice training and through supply of literature. He would like to learn, during the present training, more about plant protection equipments, chemicals and also about the high yielding varieties. He feels that the training should be practical oriented and would like more information about audio-visual aids and demonstrations which he claims, can bring about major changes in the attitude, behaviour and skill of the rural people. He claims that subject matter knowledge in regard to Farm Management is negligible even among higher officers and since the farmer is guided more by net profits, he feels that extension work in this regard is very essential.

Use of Extension Methods

Since he has necessary technical information, he is able to convince farmers, individually and in groups, about the economics of new practices. He has the required skill in presenting visual aids such as posters, models etc. and communicates his ideas through organised presentation. But with regard to technology of improved varieties, he has still to learn from

either Research Institutes or training centres. He also feels that politics and group bickerings hamper the conduct of meetings and other mass contact methods. He prefers individual contact methods. and demonstrations because the farmers are convinced on the spot. However he feels that the blocks should be supplied with simple audiovisual aids for use by the VLW.

Areas of success and failures

Successful Programmes

1. With regard to Jowar high yielding programme he persuaded 7 villagers for taking up the improved varieties. He distributed about one quintal of improved seeds, prepared farm production plans and arranged for credit at Rs.200 per acre. He distributed 5 quintals super-phosphate and 5 quintals of urea and also about 10 Kg of BHC for soil treatment. He gave the cultivators full technical guidance with the help of the agricultural extension officer and the yield was so high that the farmers felt much convinced. He now says that the demand for seeds and inputs are beyond allotment, and feels proud of this achievement.

2. With regard to distribution of pesticides he was able to sell 75 Kg of BHC and also arranged for sprayers and dusters.

3. He has been able to distribute 7 quintals of green manure seeds inspite of strong resistance from some of the cultivators. The results from the application of green manures has been much encouraging and expects the demand to go up.

4. He distributed horticulture loans at the rate of Rs. 300/- per acre to 7 cultivators. This has enabled them to buy seedlings, purchase inputs and extend the area under cultivation.

5. He arranged for loan of Rs.29000 for 24 cultivators for purchase of persian wheal and diesel pump sets from the cooperative society. This has enabled them to grow more crops and get higher income and he feels that he has been able to do this little service because of cooperation from the cultivators.

6. He has persuaded some of the cultivators in organising a Joint Farming Society which has of late shown good results, as also one better Farming Society.

7. With respect to credit needs, the villagers have been enabled to get them from 10 credit societies organised with his and other initiatives.

8. With regard to non-agricultural activities, through people's participation 12 primary schools have been organised in different villages of his circle. There is a Higher Secondary School at his headquarters village and 2 drinking water wells. The biggest achievement was, however, the construction of a primary health centre at his headquarters at a cost of Rs.1,70,000. 24 acres of land has been denated by the villagers for this purpose. Further Rs.3,000 was collected for laying pipes to get water from wells and 3 culverts were also erected with panchayat assistance. One adult literacy has been opened in his circle and also a bricks and tila demonstration centre village artisans have been given loans to the extent of Rs.800 for buying tools in the production of agricultural implements. Another Rs.1000 has been distributed as loan for making sanitary latrines. There is one artificial insemination centre and he has also arranged to supply 4 pedigree bulls to 4 cultivators on 50% subsidy.

Though his role was limited, the above activities have come up because of his advice, guidance and initiative and feels more to achieve better results once the people's enthusiasm is aroused and they are convinced of their utility.

With regard to failures, he has not much to relate, although he feels incompetent with plant protection measures and technology of high yielding varities. He has also failed to cover majority of farmers, though this may be due to wider coverage of area by him.

Problems and suggestions

1. With the abolition of the posts of BDO in his state, he feels that coordination is lacking and consequential delay hampers the progress of developmental work.

2. He feels that the VLW and the cultivators are not given the due status they deserve and are practivally looked down upon as being inferior by higher authorities.

3. Programmes are not chalked out based on the felt needs of people but are forced from the top. Targets are unrealistic and the VLW is asked to cover under area without facilties.

4. Administrative regidity and delay in the issue of loans by cooperative society makes farmer lose faith in the programme and in the VLW.

5. Cooperation from other block staff is lacking and paper work also consumes much of time leaving only few hours for technical guidance.

6. Farm production plans remain on paper only because of lack of inputs and credit facilities.

7. Lack of incentives, poor pay, poor medical and educational facilities and attitude after supervisor officers hampers his initiative at times and he feels that once basic necessaries of life are provided the job is eaily done.

8. Programmes are introduced without giving training to the VLW's and he feels that regular inservice and refresher training should be conducted to keep them upto date.

9. He feels that he should concentrate only on agriculture and though his is a standing order, he is invariably asked to do miscellaneous job.

10. Opportunities for advancement based on good work should be provided, and the VLW asserts that once this is done, there will be competetion for good work with the result better results can be had.

11. Decentralisation of powers is necessary to avoid delays and he feels that the grass roots of democracy should be strengthened by effective leadership and if possible with government assistance.

The above problems are only a few listed by him and the removal of these will help the successful working of the programme. However, the basic requirement is that people shared contribute and participate actively, and help to build a strong base at the bottom.

Analysis and findings

When the above problems and factors connected with his background, training and experience are analysed, the following points emerge. These need to set right, before one can expect good results from him.

1. He possess initiative, and is sincere to his work but requires the cooperation from block staff and cultivators who are still in their primative cultivation practices.

2. The due status should be given to him as also facilities for his living with better scales of pay and opportunities for advancement.

3. Timely provision of inputs and administrative flexibility are essential to have the confidence of cultivators.

4. Planning should be from bottom to top and it should be based on their felt needs.

5. Power politics and group bickerings hampers progress of development and these should be rooted out.

6. He requires frequent inservice training with more emphasis on plant protection and technology of high yielding varieties.

7. The area of operation should be reduced as also paper work and assignment of other works be completely eliminated.

8. Village production plans are not implemented properly because of the difficulty of getting inputs and credit. Hence these should be prepared only when these are assured.

9. Latest findings of research should be communicated to him through literature, so that he can keep pace with ideas.

10. Economics of various alternatives and efficient organisation and management of the farms should be brought home through a Farm Management Programme.

11. Individual contact is the best extension tool although demonstrations prove useful in convincing farmers on the spot.

12. He has had achievement in Jowar high yielding programmes and in the distribution of pesticides besides helping the local people in non-agricultural activities.

13. He has the necessary subject-matter in all fields of agriculture, except those required in the technology of high yielding varieties and latest plant protection measures.

Conclusion

In conclusion we can say that the VLW has tried his best in achieving results inspite of odds and deserves to be encouraged. He has deep faith in the programme and has the necessary background training and experience to dealt effectively with the cultivators. Once the short comings are removed, and he is given the necessary inputs and other requirements for use of cultivators, he is bound to produce major break through in his vital field.

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VILLAGE LEVEL WORKER

(A Case Study)

by

A.K. Uberai

The information collected in this study has been compiled after interviewing a Village Level Worker undergoing the Refresher Training Course at Extension Education Institute, Nilokheri.

The objective of such a study is to find out the sphere of his working. What has been his contributions towards the rural development in the field of agriculture. What are his problems, hindles in the working. Such a study will bring to the forefront the attitude, the method of working, the expectations and the suggestions to improve the syllabus and the method of treatment of the VLWs.

Introduction

The VLW understudy comes from Tepu village, Jodhpur District in the state of Rajasthan. He belongs to the Bap block. He is 25 years old. He passed his highschool examination in 1956. He also did a course in Hindu Visharad in 1958. He is active and smart and has pleasant manners. He has been a good athlete also. He has put in 5 years service as VLW. Prior to joining as VLW he also served in Army for 1½ years. Then he left Army and took training of Gram Sevak. In 1962 he joined this Bap block and since then he is working there. His family owns the land. He is married and his wife comes from city. He has only one child. As his family is putting up at some other place he spends about 2 months with his family and for the rest of the 10 months he stays at headquarters. As his wife also understands the problems faced by the villagers in the agricultural field, she is very much satisfied with the working of her husband as VLW for the betterrment of rural people.

Training

Eighteen months preservice training at Gram Sevak Training Centre provided him basic qualifications for the job. Besides this he also received short term training in veterinary sc-iences/helped him to impart the necessary needed information to the villagers about animal husbandry.

/family planning, vaccination. The training in veterinary science

Present circle

He is working in Tepu Village since he joined as VLW. The population of this village is 450 and the population of his total circle which consists of 7 villages is 2500. Whole of population is dependent upon Agriculture. The main limitation of his work is that the annual rainfall in his circle is 7" to 10" per annum and there being no irrigation facilities the main occupation of the population is cattle keeping. On an average there are 30 animals per family which includes camels and cows. The Crops are grown only in those months during which it rains (July). The main crops taken are Bajra, Moth, Gowar, Til, Jowar. Tapping resources for water is difficult as the depth of water is as low as 300 ft. Due to above factors this VLW does not have much scope of work in the field of agriculture and that is why he has to devote his most of time towards animal husbandry.

The farthest village is about 15 miles, the block headquarters about 30 miles, nearest village about 1 mile. His village also has a post office. The nearest pucca road is about 30 miles and district headquarter is 130 miles. According to him he can easily approach five out of seven villages. He spends about 3-4 hours each day on roads. Usually he makes 15-18 night halts. About 95% of the population of the circle is in agriculture & animal husbandry and rest of the 5% are labourers. By caste he is a Brahmin and this has no affect in his working. The facilities of Panchayats, Cooperatives, Primary & middle school, Youth clubs, Community listening sets, sports of recreation club exists in his circle.

Work load

The VLW works about 8-10 hours per day and more during the time of seed distribution. He seemed to be a very hard working and sound man. He keeps very good relations with the Sarpanch and villagers. His work and popularity can be judged by the fact that since 1962 when he joined as VLW, he is working in the same circle. He is appreciated by all. As mentioned above, he does not have much of the work in the field of agriculture because of low annual rainfall and also lack of water resources. The VLW gets instruction from BDO each month. The VLW under study is mostly engaged in animal husbandry work. He has to perform multipurpose duties. Only during the time when rains are there he has to perform certain agricultural duties like distribution of better seeds of Bajra, Jowar, Gowar, etc. and a little amount of fertilizers. He is also engaged in the working of Panchayats. This is because

he is secretary of the Panchayat. Sometimes he finds it difficult to influence villagers as they are illiterate about the functioning of panchayat. He also has to prepare agricultural production plans for families. He says that he has prepared the agricultural production plans of about 55% of the families.

Besides routine work he has to prepare a number of reports such as data for rains, fodder for animals, records about animals, family planning, monthly progressive reports. He feels that all this create a hinderance in his better working in the agricultural and animal husbandry field.

The Extension methods used by the VLW are personal contact, meetings, demonstrations, etc. The most effective method in his opinion is individual or personal contact and next is demonstration. The pleasant manners and a good personality enables him to influence villages personally.

Attitude expectations

He feels that the Community Development Programme with which [illegible] started was good, First few years of its working was satisfactory. But later on when politics entered in this field it spoiled the whole show. For the better implementation and success of C.D. Programme he suggests that there should be strict administration, coordination among various connected departments, targets should be lessened.

He thinks that villagers look forward to him about timely supply of inputs, loans, medicines for animals etc. The BDO expects of him a good quality of work, completion of targets, working according to his wishes. He says that it becomes difficult for him to serve both these expectations of BDO and the villagers. He has conviction that his future is linked with the welfare of the people. He has faith that with necessary technical help and guidance people are capable of developing themselves.

Problems

His main problems are as following:

1. Taccavi: Small farmers do not get it because of owing lesser land. Moreover it is not distributed strictly as per recommendations of the village level workers. Also, needy persons are not helped.

2. Getting records from revenue department.

3. No timely supply of inputs.

4. No facilities of pucca-road.

5. No facilites of irrigation. This is a major problem.

The solutions of most of these problems are beyond the reach of VLW.

Success and failures

This VLW is a hard worker. He has remarkable success in distribution of good variety of Bajra seeds obtained from Barmer. The other worth-mentioning success he has in the field of animal husbandry. He was also able to impress upon the villagers the importance of adding fertilizer in Bajra through result demonstrations. He was also successful in popularizing some improved implements like mold board plough. He also helped Panchayat in giving some useful contribution to villagers. The fields of his failure are construction of pucca roads, medicines for animals, irrigational facilities.

Findings and suggestions:

The following are some of the findings and suggestions:

1. The VLW under study comes from a rural atmosphere and has real spirit of working for rural population. He is a hard worker and have pleasant personality.

2. Short courses on improved implements, medicines for animals should be given to him.

3. More village work should be included in preservice training. Short trainings should be provided now and then enabling him to be in touch with recent trends.

4. Policies regarding Taccavi distribution be amended.

5. Area of operation should be reduced.

6. Targets should be fixed keeping inview the local conditions and time available.

7. Incentive in the form of promotion or higher education should be provided.

8. Minimization of miscellaneous work.

VILLAGE LEVEL WORKER

(A Case Study)

By Subedar Singh.

Introduction:

This village level worker under study was posted in the Block of the District Sehor of Madhaya Pradesh. He started his service in the year 1954. Previously he was posted in another Block. In the present block he is doing his job since last three years and two months. In his circle eighteen villages are involved, his head-quarter is in village Mangawati. The population being 1100.

1. Background:

This VLW is young man of 34 years old. His parents belonged to Uttar Pradesh, but as his father was in Govt. service in M.P., has education there Sagaur College. Fortunately, he was selected for the post of VLW. Now-a-days he is a permanent residents of Madhaya Pradesh State, and has his own house in Bhopal.

He has four children, always stay with his family in service period. As regards his family reaction about the job, they all are satisfied.

He was the son of landless parent. The main occupation of this gentle man is service. In his present headquarter there are no facilities of PRAI,type latrine and smokeless chhulah.

He uses well water, no facilities of hand pump. He has kachcha house with two rooms. The house is rent free.

2. Education & Training:

This V.L.W. has taken one year preservice training in 1953, after that he got extension training at Nawgawn, Chhatarpur 1957, Compost having at Adhartal Jabalpur 1959, higher education training from Udaipur for two years (Diploma in soil service) and refresher training at extension education Institute, Nilokheri in 1967.

As already mentioned in this VLW's circle

eighteen villages are envolved. Headquarter was in Mangawati village a seven mile from block and District headquarter. Farthest village is fifteen miles away from his headquarter and connected by pucca road leading to Sehore.

In this VLW's circle following institutions are working:

1. Village Panchayats.
2. Cooperative societies.
3. Primary schools.
4. Higher Secondary School.
5. Dispensary-cum-health Centre.
6. Maternity centre-cum-Family Planning.
7. Mahila Mandals and Youth Clubs.
8. Library and Radio Listening and sports clubs.

Attitudes and expectation.

This VLW needs good technical knowledge in Agriculture, by which he can solve all technical matters easily on spot.

Villagers always want some things like loan subsidy, improve seeds etc. Villagers know that VLW is one media for their economical, social, cultural development.

Successful programmes and experience:

This V.L.W. devotes most of his time on the following activities in these days:

1. Under high yielding variety programme. cultivation of hybrid Maize & Jowar.
2. Sugarcane cultivation with new techniques.
3. Distribution of fertilizers.
4. Distribution of pesticide and fungicide.
5. Green manuring programme.

6. Vegetable and potato cultivation.
7. Plantation of short duration fruits like Papaya, Banana etc.

Special attention is being paid for the cultivation of hybrid maize, jowar, Mexican wheat. Two years back Agriculture Department has started many other programmes, but nowadays more emphasis is given on the above programmes.

Under high yielding varieties programme target was fixed by higher authorities for Hybrid Maize was 50 acres and for Jowar was 30 acres in this VLW's circle. Out of these he got 50 acres of Maize and 10 acres of Jowar. Target could not be achieved of Jowar, due to high seed rate that was Rs.9/- per kilogramms. Cultivators are not able to purchase too costly seed, and hence this seed could not be distributed. No help was given by the block staff in this case.

Full dozes of fertilizers and pesticides had been given to the farmers by the VLW. Spraying of endrin for controlling the pest (30 Lit.) was also arranged by him.

In Kharif season of this year 50 ton Nitrogen, 10 tons of phosphatic and one ton potassic fertilizer has been distributed. Target of potassic fertilizer could not be achieved, because cultivators are not ready to accept due to slow response.

For sugarcane cultivation 500 cultivators are involved in his circle. They use improved seed as like C 678, 775, 441, 419 etc. Due to Gramsevak's efforts a cultivator of his circle named Sri Nanu resident of village Hasanpur has got India Level prize for higher yields of sugarcane near about 2500 Mds.

In previous year some special achievement was done to grow Mexican wheat etc. Six Qtls. seed of Larma Rozo was distributed in his circle out of 25 acres of target fixed for Mexican wheat, in 16 acres of land was under cultivation of Mexican Wheat. He got constructed the Primary Hospital for animals treatment without grant of Government in village Mangwati. Here credit goes to this gentle man, due to his hard efforts, villagers were ready to do this job and collected rupees 5000/- for this project.

Excellent work was done by the VLW that he constructed three primary schools buildings in village Nonikheri, Khamalia, and Shemra Dange. It means VLW is very popular and effective in his circle.

He has been conducting these days many result demonstration in his circle and headquarter village. Demonstrations are very effective in adopting/the said methods and techniques by cultivators. /of In his headquarter in previous Rabi he had conducted demonstration of Mexican Wheat and Local Wheat. Due to higher yields of Larma Rozo, cultivators were interested and influenced.

3. Extension Methods:

To popularize the works and programmes, following types of extension method is being used by the VLW.

1. Individual contact.
2. Group contact.
3. Result demonstration.

In his opinion individual and group contacts are more effective. This VLW has always found best cooperation by village people and leaders. In his opinion cooperation by villagers depend on our character, ability and integrity.

Difficulties:-

Some of the better experience narrated by him are that he makes promises to farmers and influence them to go for new practices, but the Block Officials at the nick of the time show their inability to fulfill those promises to farmers and thereby he has to cut a sorry figure before the farmers. Loan to needy persons are not given, who ultimately lose faith in VLW and the Community Development programme.

Although he is working with full satisfaction and cooperation of farmers and block staff, yet some of the problems and difficulties faced by him are given below.

a. Untimely and inadequate supply. At times it is of inferior quality.

b. Material are costly in comparison to market rate.

c. Loan requirements not fulfilled in time for example minor irrigation and fertilizers etc.

d. Inadequate irrigation facilities.

e. Whenever the difficulties and problem mentioned above are brought to the notice of higher authorities very little attention is given by them.

4. Suggestions:

The VLW under study has got one quarter for his residence. Seed and fertilizer are also distributed by the cooperative societies in his area operation.

Therefore, he is not directly concerned about the storage and other accommodations. But real problem he had to face was the lack of timely, supply of seed, fertilizer and loan.

For the successful programme timely and adequate supply is very essential.

Training for VLW is high yielding programmes is urgently required to equip them for this important job.

Short course on plant protection, improved implements, new researches etc., may be organized in every season.

Policies regarding taccavi distribution may be amended.

The area of operation for a VLW is much bigger. It may be reduced to half for a worker.

Promotion, pay, education facilities of the children of this functionary may be looked into while considering their cases for pooling.

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VILLAGE LEVEL WORKER
(A Case Study)

K.N.Yadav

Background

The case under study is of a Village Level Worker posted in Damoh circle of Damoh block and district of Madhya Pradesh. He is working as V.L.W. since 7.2.60. During this period he worked in three blocks. Now at present he is working in Damoh circle for a period of 5½ years which reflect his efficiency and a hold in his circle. He belongs to urban area and business community but has taken up a challenging job connected with the Agriculturist community and he seems to be successful in his job. He has 24 villages in his circle. His headquarter village is Damoh having a population of 200 farmers and labourers.

The V.L.W. is 31 years old having a dynamic personality. He matriculated in the year 1954 in 2nd division from Sagar College. He could not continue his studies further due to the death of his father. His father was a forest contractor. He had no landed property that is why he took the work of contracts but due to lack of experience he could not be successful in this work. Thus he was bound to serve anywhere for living and applied for the post of V.L.W. and was selected. He has two children. He lives always with his family. His wife is fully satisfied with his job.

Training

As regards the training of V.L.W. he has attended one year's preservice training at the Basic Agriculture training school, Adhar Tal, Jabalpur during the year 1958. He has also attended 6 months' training in Extension at Batul Bazar during the year 1959. He is at present undergoing two months refresher training at Extension Education Institute, Nilokheri. This is his first inservice training.

His jobs and successful experiences

During the last month he has given great emphasis on high yielding varieties programme. Besides this he also took keen interest in distribution of fertilizeer, plants, plant protection measures, minor irrigation works and demonstrations.

In the same way during last Rabi he introduced Sonora-64 wheat with recommended doses of fertilizer and plant protection measures in his circle. According to him, he has conducted a composite demonstration of Sonora-64

wheat in the field of Sri Vijai Kumar S/o Damoh which gave highest yield in the whole district. He feels that irrigation facilities are the basic factor in increasing agriculture production and that is the why he took keen interest in construction of new pacca irrigation wells and installation of pumping sets. Besides this he also took keen interest in offtake of fertilizers, seed distribution and vegetable & horticulture activities. He told though now-a-days he is working under agriculture department and has been assigned to agricultural activities but at times he helps in the collection of panchayat tax and construction work.

Attitudes

He told that generally the villagers expect for improved seeds, subsidy, loans and technical guidance and the A.E.O. expects only the achievement of the different targets. He further expressed that since the post of B.D.O. has been abolished in M.P. hence he is under direct control of Agriculture Extension Officer, as such he is always guided by the A.E.O. and he devotes 100% of his time in agricultural activities. He told that he devotes 30% for preparation of plans, 50% for execution of different activities and 20% of time for supply of inputs and evaluation of the activities.

Relationship

He told that he always tries to seek cooperation from the block staff and keeps satisfied to all the staff. No block staff works directly. He told that during last month none of Extension Officers visited the circle as they were assigned with some relief work. He also mentioned that he always tries to seek cooperation of the non officials as well as teacher, cooperative secretary, Panchayat president, panchayat secretary, head man and patwari etc. to push up the work.

Extension methods used for work

He told that individual contacts is most commonly used for tackling problems of individual farmers and guiding them on the spot. He also used group discussion method to introduce the high yielding varieties programme in the villages. Further he told that result demonstration is also a successful extension method which is more believing for the cultivators. Besides this meetings, film shows are also used to some extent.

Farm production plan

He is of the opinion that the farm production plan is useful for agricultural production but it is not in practice in non package blocks.

Problems

He told that he makes promises to the farmers and prepares them for new practices but those promises are not fulfilled by the Cooperative banks and stores which are the supply agencies due to which he has to cut a sorry figure before the farmers. Loan to needy persons is not given who ultimately looses faith in V.L.W. Some of the other difficulties faced by him are given below:

1. Supplies are made untimely, inadequate, inferior in quality and comparatively costly.

2. Inadequate credit facilities for minor irrigation works. Sometimes needy persons do not get loan but those who do not need are benefitted.

3. Lack of irrigation facilities. Before emphasising the use of fertilizers and good seeds, irrigation facilities should be provided.

4. Large area of operation.

5. Targets are fixed from above without considering the local conditions.

6. Lack of cooperation from the Revenue Department.

7. No definite chance for promotion.

8. There is heavy load of paper work.

Suggestions

1. He suggests that there should be Agriculture seed stores for the supply of fertilizers, pesticides and seeds etc. to meet with the demand of cultivators easily as the Cooperative Department has a lengthy procedure for supply.

2. Supplies of seeds should be made timely, adequately and a good quality.

3. Sufficient loan budget for minor irrigation purposes should be provided to increase irrigation potential.

4. Area of operation should be minimised.

5. Incentive of promotion according to the seniority should be provided.

6. Paper work should be reduced.

Conclusions

He seems to be a pains taking worker though he belongs to a non-agriculturist family. He has done a tremendous work in respect of high yielding varieties programme, Vegetable programme, fertilizer offtake and minor irrigation work. He has a good knowledge of the subject matter as he reads the journals etc. regularly.

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VILLAGE LEVEL WORKER

(A Case Study)

R.L.Khurana

Background

This case study pertains to a youngman of 27 years, who hails from a well-to-do farmer's family owning 100 acres of land in Gotha, district Sawai Madhopur. By caste, he is a Brahmin. He has been working as a Village Level Worker in Ghane Rao headquarter village for the last about 6½ years. This village is situated in Desuri Panchayat Samiti in district Marwar Pali (Rajasthan). At present he is looking after two villages. He is a married man having 2 children. His wife also likes the job of a V.L.W. and renders him help to spread Extension education with women folk of the village.

It is emphasized by him that during the early days of his service he was quite enthusiastic about his work but now for the last about one year his enthusiasm has dwindled owing to the introduction of Panchayati Raj system in his state and the resultant entry of adverse politics in the Community Development Programme. He is further dissatisfied with his posting. His efforts to get himself transferred to his native village have been hindred at the Panchayat Samiti level. He feels had he been posted in his native village he could have been more satisfied and could have worked more efficiently. Their land in his village is not being looked after properly owing to his absence.

Educational qualifications and training

He passed his matriculation Examination from Rajasthan in the year 1960 in III division.

He underwent 2 years Integrated Training Course at Ajmer before joining as V.L.W. After that he had had inservice training for 15 days in 'Package Programme' and crop cutting experiments in Marwar Pali, in the year 1961. In the first 2 years Integrated Training Course instructions were imparted to him on theoretical and practical aspects of Agriculture, Animal husbandry, Extension Education, Social works, Health etc. This training proved to him very helpful in discharging his duties as a V.L.W.

At present he is undergoing 'Refresher course' training at Extension Education Institute, Nilokheri. This training will last for about 2 months.

His jobs

From the information gathered from him it is evident that he has been able to get improved techniques in Agriculture practised from the farmers. In fact his village Ghanerao won a

prize for producting highest yield in Barley in the last season. The farmer Shri Moti, S/o Shri Rupa Chowdhry of Ghane Rao, produced 62 maunds an acre of Barley from his field, as also the quality of the grain produced was superior. Recently he has helped farmers in sowing Hybrid Bajra, hybrid jowar and hybrid maize.

It was because of his sincere efforts that the farmers of his area have now started demanding by themselves, the hybrid seeds, fertilizers and technical guidance. He did not have any difficulty in getting village leader's help. About 85% of his time is spent in Agricultural work and the rest in other Extension activities. His area is covered by the Package of Improved Agricultural Practices.

The preservice and inservice training that he received at the various training centres is proving to be quite helpful as is apparent from the good work he is doing in his area.

He is of the view that a V.L.W. is supposed to devote 85% of his time for Agricultural jobs and 15% for other extension activities like Panchayat works, cooperatives, schooling, health, animal husbandry, youth clubs, libraries, sports and recreation etc.

In case of Agricultural jobs during the last one month he undertook to help farmers in line sowing of hybrid bajra, hybrid jowar, hybrid maize, Basal dressing of fertilizers and treatment of seeds by Agrosan GN & sulphur. In Animal husbandry cases 760 vaccinations and 1000 'Khassi' cases were got done during the last one year by the V.L.W.

With regard to membership for cooperative society he was able to get 75 new members for the Cooperative Society during the last one year.

Preparation of Farm plans

His block is working under the Panchayat Samiti Scheme. The target for Family Agricultural Production Plans was fixed for 25 families. He achieved this target. Vikas Adhikari, Extension Officers, V.L.Ws & Villagers fix the meeting of Village Prdoduction Plans in the months of May & October every year and the plan is approved by the Gram Sabha. These plans prove very useful for his acquaintance with the villagers and their real problems. It helps the VLW in getting the supplies of Inputs to really deserving cases.

Extension methods

He generally uses Individual contact and group discussion methods in his approach. For Method demonstrations he uses the farmer and for Result demonstration he uses both the methods mentioned above.

Soil samples were sent to Research Stations for testing. Hardly 5-10% were returned by the Research Stations and those also after the sowing season was over.

Successes achieved

1. The outstanding achievement in his area is that a farmer of his village viz. Ghanerao won a prize for procuring highest yield of Barley - the quality of the produce was also superior.

2. He appears to have achieved sufficient success in convincing farmers to use high yielding variety of crops and improved package of practices in regard to Agriculture, Plant Protection measures and checking of diseases amongst the animals.

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3. About 95% of the farmers in his villages have regularly been preparing Agricultural Production Plans for their families. This also helps him in ascertaining the target in his area and to ascertain right quantities of inputs like seeds, fertilizers, pesticides etc. needed by the farmers in his area for that year.

4. In case of Animal husbandry he got 500 cases of Khassi conducter and 1000 vaccination done to the cattle during the last year.

5. He was, by dint of his sincere efforts, in a position to popularise the following high yielding varieties in his villages.

   a) Sonora-64.
   b) Barley RS17.
   c) Hybrid Maize, Hybrid Jowar and Hybrid Bajra.
   d) Cotton F-320.

6. He was in a position to increase the membership of Cooperative Societies by 75 during the current year.

Problems

He has encountered the following problems which hinder the progress of work:-

1. Lack of coordination between various Development Departments as a result of which the supplies or actions are sometimes so delayed that the very idea of supplying the stuff to farmers is defeated.

2. High handedness of the superior officials - only orders and no help or guidance, sometimes discourages thes V.L.W.

3. Untimely supply of seeds, fertilizers etc. hinders the progress in the villages. Untimely or late instructions also play an important role in the work of Agriculture in the villages.

4. Although he does not favour the Panchayat Samiti system, yet he works sincerely because he feels it to be his duty. He is of the view that if there is the Block Development system followed earlier, wherein there is more of Government's hand, there will be more progress in the villages because in that case less politics of the Samiti office bearers will play a role.

5. Human relations spirit is lacking in his present superiors and to show their superiority they scold the VLW for minor mistakes in front of the farmers. This carries bad impression about the VLW with the villagers, with whom he has to live and guide. This ultimately discourages him in carrying on his duties effectively.

6. With In regard to animal husbandry work, earlier than the adoption of Panchayat Samiti system, the vaccination and other medicines were kept with the VLW and he could give vaccination etc. to the animals right at the time of need. But now a long procedure is to be gone through (sometimes it takes 7-10 days before the procedure is completed) for getting the farmer's animals vaccinated. The procedure is farmers ask VLW, he in turn informs at district level where Animal Husbandry Extension Officer is instructed, who in turn sends the vaccinator in a pretty long procedure. There have been cases when for the sake of long procedure, animals in area died.

7. Taking and conveying decisions late leads to wastage of time, energy and money. For instance this season Hybrid Bajra seed was supplied to VLW for sale. All farmers were not coming forward to purchase the seed on cash basis. This condition prevailed in other areas also. As such by the time the sowing season was over, instructions were received from Panchayat Samiti that the seed may be given on credit basis to farmers. But it could not be distributed owing to passing away of sowing season and the seed kept lying as it was.

8. He has been trying for pretty long time to get himself transferred to his native village Gotha but at the Samiti level it was not allowed to be matured. His mind tilted towards his domestic problems, hinders his work.

Analysis and suggestions

This V.L.W. appears to be very enthusiastic about his work, as is evident from the fact and figures given by him. As he himself belongs to a farmer's family he knows ins & outs of farming and to adopt the modern measures.

It is felt that he has been working quite hard during his early days of service as a V.L.W. But for the last about one year or so his efforts have gone slow, as could be judged from his corroboratory statements. The reason apparantely, is that he wishes he should be transferred from his present Samiti to the Samiti which includes his village Gotha, district Sawai Madhopur. He has been trying to get this transfer matured for the last about 5/6 years, but he has not succeeded which has resulted in frustration in him. For this reason there land in his village is not fetching them as much income as it could with his presence. The only solution is perhaps to transfer him to his native village Samiti. He requires integrated training at the Extension Education Institute in regard to high yielding varieties and modern methods of Agriculture, since his area seems to be consisting of backward farmers, but changeable farmers, as is clear from his achievements. In regard to the area covered by him viz. two villages only seems to be much less than the capacity of a V.L.W. Total population of the two villages is approximately 600. Since he is an intelligent V.L.W., being a farmer's son himself, he could cater to more villages than he is doing at present.

I feel that mechanisation could be encouraged by him with his large farm holders, since I learn there a few farmers holding above 10 acres.

The V.L.Ws. who are actually hard workers than others should be given some sort of incentive. Better promotion chances is also a necessity.

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VILLAGE LEVEL WORKER
(A Case Study)

R.B.S.Naidu.

Background

The case under study is of a Group Level Worker posted in the village Matiala, Nazafgarh block, district Delhi. He joined as a Village Level Worker in the year 1953 and worked in the Mehrauli block for 6 months and afterwards transferred into the Nazafgarh block and is working there for the last 13½ years. After the selection he had undergone 6 months Extension training in the Extension Training Centre, Nilokheri. At present he is promoted to the cadre of G.L.W. in the same Nazafgarh block. He is a smart middle aged man of 38 years, married with five children. He is Brahman by caste, hails from a village Tikrikalan, Delhi doing agriculture work. His family owns 20 acres of land in that village. Since he has been brought up in rural conditions he feels that he is as good as any other man belonging to other castes especially the agriculturists. In appearance and behaviour he looks like a practical agriculturists.

Education and training

He passed his Matric examination in the year 1947 in second division as a regular student from the Government High School, Bahadurgarh. Apart from that he has high proficiency in Urdu and Hindi and he has passed Hindi Sahythya Sudhakar examination in the year 1962.

Experience

Before entering in the Government service as a V.L.W. he has worked as a typist for 9 months and as a clerk for 4 years in the court. He has also worked as an Assistant in the Cooperative Farming for 2 years from April 1961 to April 1963. As a V.L.W. he attended the following courses in various institutions. He attended the Extension training for 6 months from April 1954 to September 1954 in the Extension Education Institute(previously Extension Training Centre), Nilokheri. Then again he had attended the Refresher course training for 3 months from April 1959 to June 1959 in the Extension Training and Teaching Institute, Nilokheri. In 1960, he attended another training in Agriculture for 7 days in the Indian Agricultural Research Institute, Delhi. After this he had undergone a short training for 7 days in Family Planning at the Rural Health Centre, Nazafgarh. At present he is attending the Refresher course training at the Extension Education Institute, Nilokheri for 2 months again.

Although theory was tauhgt in detail there was equal emphasis on practicals to develop skills in the trainees and to improve their competencies. In general the training given

in the various institutions fulfilled the needs of the job requirements and the objective of the field were fully met with that type of training.

His jobs & attitudes

The G.L.W. feels that he has no requests in joining as a V.L.W. and to work in the rural areas. He feels rather proud that he got a chance to serve his own people of the rural areas who are in misery and who need help from all corners. His wife also supports him in his attitude because she also hails from an agricultural family of Haryana State. From the village people he receives their full cooperation in carrying out the work, so that he is able to finish his work very smoothly and quickly. It is persumed that this is because of his own personality, faith in people and work, interest in community and programmes.

Because of these trainings, he feels that it refreshed him and made him abreast with the latest technology in the field of agriculture and Extension Education. Because of the present training here, he feels that he has learnt many new things especially high yielding varieties and other agronomical findings that have come in the field recently. The extension approach which has been taught to him during the present course will go a long way in helping and facilitating development work.

He spends nearly 80% of his time for agricultural activities, such as seed distribution, fertilizers distribution and on minor irrigation projects. He works daily for 8 to 10 hours, mostly in the field and for a small time in the office attending paper work etc. At times he has to work around the clock during Kharif and Rabi sowings. He says he never minds if he is called at any time for help, he is ready to extend his cooperation and helping hand not only to the farmers but also to the staff of the block and co-workers. He knows his work perfectly well and the priorities fixed for different programmes. He devotes most of his time these days on agricultural development. Apart from that he also showed interest in Animal husbandry projects, co-operatives, schools and education, health and sanitation, panchayat works, family planning and social education. He conducted result demonstrations during each season in all his villages. He also taught the skills of new improved practices through method demonstrations to the farmers. As such his visits to the field are frequent and time consuming.

Besides other general programmes of agriculture, there is lot of emphasis on high yielding varities of wheat, hybrid maize, hybrid jowar and hybrid bajra. Due to high yielding varieties more attention is given for assured sources of irrigation and as such pumping sets are being installed.

Subject matter knowledge

He has sufficient subject matter knowledge to discharge his duties efficiently. This is because of the extensive

training he had in the training Institutes, as well as from the practical experience. His long agricultural service also helps him to do the work efficiently. He increases his knowledge by reading official circulars, bulletins, pamphlets, newspapers, and extension magazines. Since he got 14 years experience in the agricultural field he does not feel any difficulty in the subject matter. But he is interested in studying the latest extension methods so that he can improve his teaching method depending on the present circumstances. In his opinion the refresher course for 2 months once in 3 years is good and this training will help to keep the workers abreast with the latest technology.

Extension methods

According to him he uses most of the extension methods i.e. individual, group and mass methods with success. But he says that individual contacts is the most common for tackling problems of individual farmers and guiding them on the spot. Group discussions are also generally held and certain decisions are taken in a group. Film shows and T.V. shows are arranged, campaigns are launches, farmers are taken on field trips and study tours, method and result demonstrations are laid out. Farm plans are prepared which serve as an extension method. Now 80% of the farmers are adopting production plans.

The farm plan is an essential feature of the programme. He prepares 100 farm plans in each year. These plans are of the selected farmers who undertake to adopt new agricultural practices These plans have proved useful in a way that all the improved practices revolve around the farm plan. Because of this, the supplies are assured to the farmers. These are helpful both for the farmers and the workers. Village production plans are also prepared with the help of Agricultural Extension Officers. They are also very useful in assessing needs and assuring supplies and other requirements.

Particulars about his circle:

His circule consits of four villages. The total population of these four villages is approximately 1350 people. Blockhead quarters situated about 5 miles away from the VLW headquarter and the district headquarters are situated 12 miles away from his headquarter village. And all the villages are connected with good all season roads with other parts of the villages and towns. In his circle the following insitutions or facilities are available, such as Panchayats, Co-operatives, primary schools, high schools, hospitals, dispensaries, health centres, maternity centres, youth clubs, mahila-mandals, community centres, libraries, community listening sets and sports & recreation clubs etc. Recently a T.V. set is installed in one of the villages for the benefit of farmers. In his circle 65% of people are mainly dependent upon agriculture for their

living, 25% are labourers and the remaining 10% are doing miscellaneous work. In his village about 80% families are following the agricultural production plans mainly because of his initiative.

<u>Achievements</u>

Some of the achievements pointed out by him are given below:

1. Constructed number of roads, wells, tubewells, schools etc, in the villages.

2. Constructed Community Centres in the villages.

3. Helped the animal husbandary people for the supply of calves and some how introduced good number of calves into the villages.

4. In the agricultural field he introduced hybrid bajra in 300 acres and distributed 450 Kgs. of improved seeds in the last month allone. To a certain extent he introduced hybrid maize and Mexican wheat in his area.

5. He has introduced grapes and Papaya cultivation in his area during this year with success. Tomato varieties like Perfection and Pusa is introduced in his area during this year.

6. Created demand for fertilizers through film shows and individual contacts.

<u>Problems</u>

Although he is working with full co-operation of farmers and block staff yet some of the problems and difficulties faced by in /are given below:

1. Untimely and inadequate supplies of seeds, fertilizers and pesticides.

2. Inadequate credit facilities - sometime needy persons do not get but those having contact with the Panchayat Samities receive the credit and misuse the money for some other purposes.

3. More party politics in the day to day work.

4. Lack of irrigation facilities. High cost of electricity and difficulties in getting current connections in time.

5. Even though V.L.W. is meant for doing agricultural work, he is utilised for doing other works also like family planning etc. due to this he is not able to give full justification to his agricultural works.

6. More paper work as a result of which he is unable to attend his field work properly.

7. Interference from Revenue people and party politics due to the formation of Panchayat Raj.

8. Lack of incentive and promotion chances. Poor pay scale for the V.L.Ws.

Analysis

From the above mentioned details it is clear that he has a desire to serve the rural communities but if everybody cooperates with him. Since he hails from a rural agricultural family he shows interest in his work and takes pain to do work. He believes that his training has given him new light and he is making use of his knowledge and has faith in learning new things and teaching them to others. Because of his good manners, interest and initiative, he gets the full cooperation of farmers and block staff and co-workers in executing his duties. Since he is practicing extension methods in the field his success in the field is very quick.

Finally because of his interest, initiative, practical knowledge of the subject matter, frequent training in extension methods, rural back ground, co-operation from the farmers and block staff and support from his wife makes this V.L.W. an effective worker for the Community Development works.

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VILLAGE LEVEL WORKER

(A Case Study)

By Durgesh Narain.

1. Background:

This young village level worker was born in Ballia, U.P. His father has a farm of about 60 acres. The early days of 29 years old VLW of Rewa (M.P.) were spent in Ballia. His hobbies are reading novels etc.

2. Educational Qualifications:

He studied at Higher Secondary School, Bansdih, District Ballia, for his Higher Secondary Examination. But he failed in the Intermediate Arts examination and later joined this service as V.L.W.

3. Training:

In the year 1958, he got his one year's Basic Training at G.T.C. , Adhartal, Jabalpur and 6 months Extension Training at GTC Baitul in the year 1959 , as his pre-service training. At present he is taking refresher training of 2 months duration at the Extension Education Institute, Nilokheri.

4. Experience:

He started his service as a Village Level Worker in the Department of Agriculture, Madhya Pradesh and is working for the last 7½ years.

5. Jobs and workload:

While working as V.L.W. he is incharge of his circle having 18 villages and a population of about 2,300 people. His main job is to attend the distribution of seeds of high yielding varieties, fertilizers, give practical demonstrations on paddy, and plant protection measures and vegetable growing programmes. He also distributes the fruit plants and supervise the labour engaged in contour bunding which saves land from soil erosion. He has much office work but likes to spend most of his time in village work. He has to tour for nearly 7 to 8 days in the month without any pre-planning. His main satisfaction during this job was that he put 50 acres under Mexican Wheat, 20 acres under Hybrid jowar only in the past one year. He was also able to

raise the fertilizer distribution to 28 tons and was successful in installing 19 electric pumping sets in his circle during the same period.

He did not seemto be very keen on becoming a village level worker. He was ambitious but due to certain circumstances he had to content himself with his present lot. He has drifted to this job unwillingly. It was not his choice in the beginning.

He considers his field load at his circle to be extremely heavy. There is no particular time of work. He avails himself to the villagers round the clock. He spent most of his time in distribution of seeds, fertilizers, fruit plants, demonstrations on paddy, plant protection measures, vegetable growing programme and contour bunding supervision. In this connection he was successful in amongst all the village programmes.

He carried out successfully five Agricultural Result Demonstrations in connection with the benefits of sowing improved variety seeds and using correct doze of fertilizers at correct time. Out of these Result Demonstrations he was more successful in composite one because all the necessary requisites were made available to him in time as against the rest. He felt lack of irrigation facility as one of the reasons for the failure in these result demonstrations.

He ably completed his last Rabi Campaign. The target for fertilizers was 12 tons and he achieved 16 tons. Similarly the target for seed distribution of Improved Variety was put to 100 Qnts. and he achieved 200 Qnts. He also conducted five out of five result demonstrations. He felt his success was to be due to the cooperation of village leaders.

The members of the Block staff always work with villagers through him and never directly. He usually spent about 25 percent of his time in headquarters village.

He prepares and submits 7 to 10 reports each month and about four farm plans in a year. He feels lot of hinderence due to this work in his day-to-day field work.

He does not see any incentive at all in his work. He is not very interested in his work assigned to him, either office or field.

He is equally capable to do either of these jobs, but prefers the latter. What is important to him is a good administrative set-up. He is keen to work in a place where there are no problems like sanctioning authority.for the distribution of seeds and fertilizers, as also agricultural loans. He feels that there are hardly any chances for promotion as well as for his confirmation. He is a temporary V.L.W. for the last 7½ years. He thinks that he has received more recognition in the field rather than in the office because of the wider scope of work.

6. Subject-matter:

At the Gramsevak Training Centres, he feels the training was imparted mostly general or multi-purpose. He did not have any specialized training in agriculture in the GTC's he attended. He desires only specialized training in agriculture particularly in the fields of high yielding varieties of seed and plant protection measures. He never felt deficient in subject-matter as far as his routine work is concerned.

7. Extension methods:

Regarding the various extension methods such as individual contact, group contact and mass contact methods, he found success in convincing the farmers about the modern techniques of agriculture through the individual contact method and less success in either of the group or mass contact methods. He thinks it was due to the various clashing and opposing groups in his circle.

8. Successes and failures:

He has recorded lot of successes in the field. In the past one year alone. He could popularize the Mexican Wheat and Hybrid Jowar and brought considerable amount of land under each of these crops. He also increased the distribution of fertilizers which was raised by him.to as much as 28 tons and installed many electric pumping sets(19), to increase irrigation facilities in his circle. He also successfully completed his last Rabi campaign and achieved much higher than the targets fixed for seeds fertilizers. In the former he raised to 200 Qntls. and 16 tons respectively. He was also partly successful in getting families to set-up and follow agriculture production

plans. He also conducted five out of five agricultural Result Demonstrations but was more successful in composite ones.

He thinks himself a failure in his field work mainly due to the lack of irrigational facilities. He was also not successful in distribution of agricultural loans and not getting authorirative sanctioning power for distribution of seeds and fertilizers.

9. Problems:

This VLW faces lot of problem arising out of late supply of seeds, fertilizers and allocation of agricultural loans. The time of sowing seed and application of fertilizers usually passes without the availability of the high yielding seeds and good fertilizers. He does not get any help regarding the procurement of either of these problems by the Block staff or from other VLWs. Thus the problem remains unsolved.

There are no visits of either of the Officers like the B.D.O., AEO, SEO, Panch, Cooperative EO and other EOs. He also does not get any help from the teachers, cooperative Secretary, Coop: President, Headman, Patwari, Panchayat Secretary, Baniya or moneylender, Panchayat President at his circle. If some of these people come or avail themselves to the VLWs then many problems can be solved.

In general he does not feel very happy regarding his present situation. He is not aiming at anything else as he does not think that it would be feasible in the present circumstances. Govt. service is not ideal place to be in view of this VLW. A free atmosphere can bring out his capability better. Other problems that this VLW faces are lack of facilities for schooling his children, medical health, sanitation and good housing accommodation as well as pure water for himself and members of his family.

Regarding problems of his circle the HQs village is about 7 miles away from the Block headquarter. Out of 18 villages of his circle, only 10 are easily approachable all the year round. He has to spend merely 3 to 4 hours each day on the roads and sometimes as much as 20 to 22 night halts in a month like the past one.

The villagers feel this V.L.W. of no good to them. As He does not have any power and authority to issue the agricultural loan and inputs in correct amount and in time. This right is in the hands of officers of the departments of revenue and cooperatives, and so they are regarded as useful man. Even the recommendation of the V.L.W. is turned down. The AEO expects good achievements from him and he is unable to meet the ends of both the BDO and the villagers at the same time. He thinks that the job of the V.L.W. is to satisfy every body.

10. Analysis:

The VLW has worked for 7½ years at the circle. He has equal experience of the field as well as of the office work. He has drifted into this job of VLW without his choice. The force of circumstances changed his plans. He seems to be a calm and cool temperament. He is realistic and can understand his own potentialities and limitations very well.

As far as training is concerned, he has had the maximum i.e. needed for the present job. The amount of work expected from him does not call for any further training.

He has made use of his time in reading research bulletins and has increased considerably his horizon of knowledge.

He came to his present job in the hope of having a quiet life as he prefers peaceful atmosphere to work in. After working for 7½ years at the circle he now does not seem to be too happy at the helm of affairs.

One of the factors that disturbs him is the heavy work at the circle. He is to be available throughout day and night. He does not feel satisfied with the extra office work he is entrusted with. This snatches away his valuable field time. He has conducted as many as five Result Demonstrations successfully and he thinks these demonstrations combined with individual contact method as the best Extension Method.

He is very enthusiastic and hard working and free living young man. He does not want to be interrupted in his daily work. He seeks authoritative power in sanctioning the various inputs and agricultural loans to the needy farmers as and when they needed.

It is because he feels that he is the only competent technical man who remains very closely with the farmers during most of his time.

11. Suggestions:

The small weightage given to agriculture in the syllabus of the VLWs training programme seems to be the main cause of the lack of interest present in them. He should be fully made responsible so as to give him adequate work that could satisfy him.

Some more responsibilities like issuing authorities of inputs and sanctioning of agricultural loans should be placed on the VLWs to make him feel he is accomplishing more.

Some Avenues for promotion or incentives should be planned in order to create interest in such individuals.

The VLW should also be provided with all the necessary facilities like good, hygenic, spacious pucca houses with close latrines and pure water for their consumption. They should also be provided
/a with medical aid in the form of/health centre,/dispensary,/
/a maternity and/child welfare centres. He should also be provided with good schooling facilities for his children.

There should also be Youth Clubs and recreation clubs so as to build a healthy atmosphere of their working. If these facilities are provided, they would work as incentives and the efficiency of the working of VLW would definitely rise.

Arrangements for follow-up of VLW working in the field should be helpful to give them an idea of the impact of their training.

More emphasis on the problem - oriented approach and the practical application of subject-matter mainly of agriculture is needed.

Collective projects should be given to them to increase more interest, such as Village improvement plans and other alike projects of their interest.

It is hoped that this case study of a VLW of Madhya Pradesh will give deeper insight and will result in improving the quality and attitude of the VLWs as a whole.

VILLAGE LEVEL WORKER

(A case study)

by Shri Ram Prakash

His background.

The village level worker is a young man of thirty two years of age. He comes of a very respectable farming family of Delhi state and has a very thorough rural background. He was born in a village, brought up in a village atmosphere and worked in his own farms and so on.

a) Qualification.

He has studied upto Intermediate standard. He passed his matriculation examination from Punjab University in 1954. In his matriculation examination, agriculture was one of his subjects.

b) Training.

He has undergone the following courses.

i) One year Basic Agriculture Training Course at Extension Training Centre,Nilokheri from July 1956 - June 1957. He has studied here the following main subjects.

Agriculture.
Animal Husbandry.
Horticulture
Cooperation and other allied subjects.

ii) Six months Extension Training course at Extension Training Centre,Nilokheri from July 1957 to December,57. He has studied here the following main subjects.

Extension methods;
Cooperation.
Social Education.
Public Health &
Agriculture.

iii) Two months Refresher Training course at Extension Teaching Training Institute,Nilokheri in 1959.

iv) One week training course in Applied Nutrition at Delhi in 1966.

v) Undergoing two months refresher training course at Extension Education Institute,Nilokheri in 1967.

Experiences.

Before joining this Community Development department in 1958 as V.L.W. he has served for two years in Bharat Insurance Company as field supervisor. For the last nine years he has been serving as a V.L.W. in Nangloi circle consisting of four villages in Kanjhawala block, having headquarter at Nangloi, Delhi state.

His attitude.

He has got a great belief in the principles of Community Development programmes as well as in extension methods. He is helping villagers in all respects. He is using all extension methods in extending knowledge to villagers. By his constant devoted efforts and using extension methods he has been in a position to create an impression in peoples mind of his circle that government servants are their friends as well as he has been successful in imbibing the spirit of self help in them.

His jobs.

The duties are grouped in two broad sections.

a) Agricultural.

b) Non-agricultural.

In agricultural duties 80% of his time is spent. Whereas on non agricultural duties only 20% of his time is spent. Even out of this 20%, 15% time is spent on applied nutrition programmes which has recently been introduced in his circle.

A - Agricultural duties.

i) To prepare farm production plans - 100 in No.

ii) To arrange and distribute supplies - seeds, fertilizers, insecticides etc. to villagers in time, of a standard quality, in desired quantity and at reasonable prices.

iii) To lay out demonstration plots - arranging methods as well as result demonstrations and their follow up.

iv) To help the farmers to undertake minor irrigation and soil conservation work e.g. digging and construction of irrigation wells, installation of pumping sets/tube wells etc.

v) To organise farmers training camp.

vi) To help the farmers in obtaining loans for the purchase of seeds, fertilizers, construction of tube wells etc.

vii) To canvas farmers in his area to bring more land under vegetable cultivation.

B - Non agricultural duties.

i) To canvas people in the circle to go in for family planning.

ii) To help the staff of corporation's sanitation department in organising sanitation programmes e.g. sanitation week, fortnight etc. in the circle.

iii) To help the staff of education department in enforcing compulsory education in the circle.

iv) To make all necessary arrangements at block level for holding farmers training camps and other allied camps.

v) To work as a guide to the various visitors coming to the block for a visit.

vi) To work for Van Mahautsav.

C - Applied Nutrition Programme.

One of the villages of his circle has been selected for launching the applied nutrition programme. He is, therefore to train people in his selected village of the usefulness of this programme, training the farmers in the making of kitchen gardens, arranging the necessary supplies etc.

Extension Method Used.

In performing the above mentioned duties he has practised the following methods.

Firstly he always tries to have individual contacts with the farmers. After convincing each individual personally about any programme, a group meeting is held to clarify more points as well as to have views of the group on the subject in the presence of Block Development Officer and Agriculture Extension Officer.

He is always practising extension methods in persuading people to accept new ideas.

Besides these, he was adopting a novel method. He tries to find out the farmers in other villages who have in the first instance practised the new methods etc.

Then he brings such farmers to his circle. He then holds a meeting of farmers and request the guest farmers to explain the usefulness of the new methods, methods of operation, care he has taken, yield he has obtained etc. By this method he generally finds the farmers to be more easily and quickly convinced.

He also used to convince the farmers by holding method as well as result demonstrations in his demonstration plots about the introduction of new varieties, new crops etc.

Besides all these he canvases all the villagers in his circle to bear agricultural programmes broadcasted on the radio sets. He has also got a television set at the headquarters of his circle. He brings farmers every Wednesday and Friday to listen the programmes at T.V.set. This increases their knowledge in the field of agriculture.

His achievements and failures.

A - Achievements.

He has various successes in his circle in the period of nine years. To mention the few important which he has got in the recent years, are enumerated below.

i) He has been successful in introducing new high yielding varieties in his circle.

ii) He has been successful in creating demand for new seeds, chemical fertilisers, modern agricultural implements in his circle.

iii) It will be worthwhile to mention over here that he has had an outstanding achievement in increasing the area under irrigation in his circle. He has been able to convince the farmers of the utility of tube wells/ pumping sets etc. He could motivate farmers to install 133 tube wells/pumping sets in his circle out of 175 installed in the block in five years period.

iv) It will also be worthwhile to mention over here that he has created a great demand for small tractors of 14 H.P. in his circle. There is hardly a farmer now in his circle who has not got a tractor of his own.

v) Besides he has created a lot of demand for fertilisers in his circle. As he could motivate the people about the installation of tube wells/pumping sets and then motivate them to grow high yielding varieties, they therefore are demanding large quantity of chemical fertilisers. Whereas in other circles V.L.W. find difficulties in disposing chemical fertiliser, he in his own circle finds difficulties to procure more fertiliser than the allotted quota.

vi) He has been successful in influencing farmers in his circle by creating a spirit of self help in them. He has won their confidence by helping the farmers in all ways whether it is agricultural work or otherwise. He is sharing all their sorrows as well as pleasures.

vii) He has been able to achieve more or less all types of targets whether realistic or unrealistic. This was due to the fact that he has won their confidence by helping them in all ways. When he was going for help to any farmer in the form of putting land under a particular crop, he could achieve it.

B - Failures.

There are certain failures which are mainly due to the wrong or incomplete instructions given by the government for implementation. The failures which this V.L.W. in the recent past has met are given below.

i) Non completion and implementation of the targets of filling 100 farm production plans properly. He has not been able to convince the farmers about the utility of the use of farm production plans. The farm production plans forms are so lengthy and time consuming that no one farmer takes this job seriously.

ii) In 1966 kharif season the government has fixed the target of cultivating ground nut in 10 acres of land in his circle without taking into consideration the local conditions and situations. Although this V.L.W. because of his own influence could compel the farmers to cultivate ground nut in 10 acres of land in his circle inspite of the fact that local conditions are not favourable, the yield the farmers got was very low i.e. 2 maunds per acre. It created a bad image in the minds of the farmers and has lowered his reputation and influence amongst the farmers.

iii) In 1967 the government instructed the V.L.Ws to bring land under the cultivation of summer maize (i.e. Sathi Mecca). But the instructions were given in an unplanned manner i.e. special seeds were not procured in time, all precautions to be taken in time by the farmer were not intimated etc. The result was that the programme more or less collapsed.

His problems.

Some of the bitter experiences he quotes are that he makes promises to farmers and prepares them for new practices,

but the block at the nick of time shows its inability to fulfil those promises and thereby he has to cut a sorry figure before the farmers.

The main problems confronted by him are grouped into the following three sections.

A - Administrative Problems.

i) This V.L.W. was required to prepare 100 farm production plans in a year. These 100 farm production plans are to be prepared in a month time. The plans are lengthy and complicated. Hence this V.L.W. was facing lot of difficulties in preparing 100 farm production plans.

ii) The targets generally fixed are unrealistic. They are fixed and enforced from high level. They come to him according to mathematical calculations. Very little attention is paid to local resources and situations.

iii) Whenever any new variety is to be introduced for the first time, V.L.W. is not properly trained about the various aspects of the crops; the precautions to be taken in cultivating the crop, in protecting the crop from the attack of various diseases etc.

B - Personal Problems.

i) His pay is comparatively low. He is getting this meagre pay when he has passed matriculation examination and has undergone two years training. He is to work at odd hours too. Whereas a L.D.C. who is only matriculate and to work only in the office for fixed hours too, also gets the same pay.

ii) He has not got any definite line of promotion in his department.

C - Working Problems.

i) In his day to day work he is confronted with lot of paper work.

ii) The supply position also sometimes brings disgrace to him. The supplies are sometimes made inadequate, sometimes untimely, sometimes of a sub standard quality and at other times at unrealistic prices.

iii) Credit facilities also at times are found inadequate.

iv) At times, he does not get cooperation from concerned departments, say, Irrigation, Electricity, Revenue etc.

Deficiency Areas.

i) He has got little knowledge about diagnosing the attack of diseases and insects, pests, chemical fertilisers, use of mechanised farms.

ii) He is not fully equipped with latest findings of researches in the field of high yielding varieties programme.

iii) He has got little knowledge of short duration crops.

Being deficient in these fields he requires training in the above mentioned fields.

Analysis and suggestions.

i) The targets should be realistic and fixed keeping in view the local resources and situations. These should be fixed as per the recommendations and suggestions of the people who are at down below.

ii) Government should see that all concerned departments work in cooperation with each other.

iii) Refresher training should be given more frequently and short term duration courses be organised to abreast him with the latest researches in the field of agriculture.

iv) Before asking any V.L.W. to introduce a particular new variety in his circle, he should be given a thorough training in that particular variety of crop and the crop must be thoroughly checked in the research stations.

v) The various inputs for increasing production may be supplied in a planned way.

vi) Procedure for the sanction of agriculture power connections, loans may be simplified.

vii) The particulars of form of farm production plan may be simplified.

viii) The number of forms each V.L.W. has to complete should be reduced.

ix) Sincere and hard working V.L.W. should be rewarded in one form or the other.

x) The pay scale may be increased and proper line of promotion in the department be introduced. Preference in the case of selection, may be given to candidates coming from the rural area having sympathy and affection for village people.

xi) This V.L.W. suggests that his officers may be given refresher training in the objectives of Community Development as they are working against the spirit of C.D.

xii) All officers connected with the field of agriculture like B.D.O., State level specialists, Development Commissioner may be asked to work in the villages for some time in a year so as to be abreast with their latest difficulties on the spot.

xiii) The visit of V.L.Ws to research stations may be arranged so as to meet the researches and get necessary clarifications to their points.

xiv) The visit of farmers to other states and Research stations may be arranged.

xv) V.L.W. should work sincerely, honestly, and practise the extension methods in performing his duties, inspite of the fact that he has to face various hurdles.

xvi) Non officials, say Panchayats, Progressive farmers should go in for constructive criticism and they should work above party politics.

From the above mentioned details it is deduced that since he comes from a rural area and has a desire to serve rural communities he takes pains and interest in the work and met with success.

He has got great belief in the objectives of the community development programmes. So he makes use of only extension methods.

He has got lot of interest in field work. So he is always available to people in every walk of life where he can be of any use. That is why he has got lot of influence on people both in his circle as well as outside.

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VILLAGE LEVEL WORKER

(A CASE STUDY)

by
J.K. Jain

Objective of this study is to find out the attitude and back ground of the village level worker and to get acquainted with the method of his work and his problems. How for the initial training and education imparted to him enabled him to meet the day to day requirement of the field. Efforts have also been made to get an insight into the functions and job of VLW. Some ways and means have been suggested to help the VLW to be more effective and efficient in the field work.

Back-ground

The case understudy is of a VLW hails from Chada district of Maharastra but is working in Dondi-Lohara Block of Durg district of Madhya Pradesh. He joined as a VLW in 1958 after a year and half pre-service training. He is a young man of thirty years. He comes from a Brahman family of a village but settled down in a city, his father is in the Government Service. Being a member of a high caste he gets respect from the villagers and this helps in his day to day work. He had owned the land, was cultivated through the tenant and later on it was disposed off.

He passed his matriculation examination in IInd Division with English, Marathi, Chemistry, Physics, Hygeine and Geography as his subjects. He picked up Hindi after joining the service. His service career started with the post of clerk. This was a white color job but he left this job and joined the present post out of love of people and nature. His wife is also working in a block (community development) as Lady Social Education Organisor. He and his wife both feel that the jobs of VLW is better than a clerical one because in this job they get the opportunity to help the pittiable villagers in their uplift. He feels rather proud of that he got a chance to serve the humanity which is living in miserable conditions in the villages. He has got full cooperation from the community with whom he has been working. This enabled him to work smoothly. VLW on the whole is very much enthusiastic, straight forward and constractive thinker.

Training

As regards training he has recieved one year Basic Agricultural Training. Apart from this he also attended six months training course in extension methods at Betul and at present undergoing two months refresher training course at Extension Education Institute, Nilokheri, Karnal. Under the one year Basic Training Course both theoritical and practical aspects related to the agriculture, animal husbandry, extension and community development, cooperation and industry were taught. However, theory was taught in details, there was also emphasis on practical to develop skill. Every year seasonal package programme training for three days is being imparted which enable him to learn about latest innovations in agriculture.

Work loa and Job Assignments

Work of six villages of Dondi-Lohara Block has been assigned to him. His head-quarter village is Dondi-Lohara itself; remaining five villages are in the parameter of 5 KM. Now a days he is looking after only four villages including head-quarter since two villages have been demolished and brought under catchment area of Kharhara Dam. He works on an average for ten hours a day and almost for agricultural department and working under Deputy Director Agriculture. Priority of the jobs are being given by the state or district agricultural authorities. Main stress is given on improved and high yielding varieties, irrigation and fertilisers. Fertiliser is supplied through cooperative societies. These societies are mainly interested in giving procurement and distribution of fertiliser in time. He spends 40% of his total working hours on his head-quarter village since it is block headquarter and the biggest village of his circle. On an average he has to write four progress reports per month but he does not mind in writing of reports because he says that this is the only way by which his work can be assessed and valued.

As far as the official visits are concerned, they are very seldom. Only agriculture extension officer and some district agricultural officers visit. Since the post of BDO has been abolished, he feels no obstacle in his work. Now he works under agricultural Extension Officer. Before the abolition of this post he had to do lot of Non-agricultural

work and he could not do justification with agricultural worker. He very often meets the cooperative president, village headman, patwari, panchayat secretary, because these persons are of much help to him in his day to day work. Village Level Worker makes around 20 night halts per month. He has not to spend more than 10% of his working time on cycling; reason being the villages assigned to him are very near to each other. He spends most of his time on farm plans, production plans, high yielding varieties programme, supply of inputs, composite and fertiliser demonstrations. Apart from these he helps to the farmers in the sowing of high yielding varieties seeds on their fields. In the last two years he conducted many demonstrations but all failed due to severe draught.

Knowledge of subject-matter

He has sufficient working knowledge of the subject to meet the agricultural problems of the farmers. But some time he feels himself to be in embrassing situation when he has to tackle the complicated problems of plant pathology and entomology. However, on such occasions he consults agricultural extension officer. He feels that the traditional agriculture is undergoing the process of commercial and in near future farmers will ask more and more sophisticated informations regarding latest innovations in agriculture. To meet this challenge two months refresher course (training) should be given after every two years and some short training of a week or two after every one year. These trainings will help to keep the worker abreast with the latest technology in agriculture. These trainings will also give the necessary informations of latest agricultural chemicals (Herbicides, weedicides, insecticides and fertilisers) farm machincery and pumping sets.

Extension methods

He has used different extension methods in his 9 years service period and he is of the view that no particular method is applicable in all circumstances. He feels individual contact for tackling problems of individual farmers and guiding them on the spot. Group discussion; he finds good when the thing is usefull for a group or village as a whole. He approached to the villagers with this methods in the last two successive years of drought for the RAHAT-KARYA (Scarcity work) and got the work done. He also

made use of mass contact when the innovations are to be diffused or disseminated. For this very method the films shows are arranged, campaigns are launched, farmers are taken on field and study tours, method and results demonstrations are laid down, mela and exhibitions are organised. He also uses simple audio-visual aids to make the approach more lasting but most of them are ready made and are recieved from district agricultural office. For getting work done he takes the help of village leaders. Because he feels village leaders are closer to the farmers than he himself is. People give more importance to the message when it is conveyed through village leaders. Farm plans are prepared by farmers with the help of VLW, on the basis of these
of plans he asks for supply/inputs, such as improved seeds, fertilisers, plant protection chemicals and credits. Every year he helps more or less fifty percent of total cultivator of his circle in the preparation of their respective plans.

Achievements

The area in which he is working is backward and people in general are illitrates. Like other villagers the people of this area are tradition and culture bound. Mian crop of his circle is paddy, maize sugarcane, arhar and wheat. Before his appointment as a VLW in this area very few were aware of the use of fertilisers, improved seeds, improved implements and pesticides. He, therefore, gave stress in popularizing the fertilisers, improved seeds and pestcides. As a result of his constant efforts last year(1966) he was able to dispose off three quintal seed of taichung native-1, 12.3 quintals seeds of paddy safety No.17, 12.8 quintals seeds LxG(18) variety of paddy, 2 quintal of S.L.O 16 seed, 24 Kg of I.R.8 pady and 71.5 Kg of Ranjit of variety of hybrid maize. Apart from these he distributed 254 quintals of Ammonium Sulphate, 20 quintals of urea, 205 quintal of superphosphate and 8 quintal of potash.

Taichung native 1 could not be grown on large acreage since very few farmers are having assured irrigation facilities. Same reason he has mentioned for less demand of fertilisers. As regards improved implements, pesticides some success has been made but not satisfactory. In 1965-66 his working area was declared as famine affected area, as a result of it circle got grant in aid on the basis of 75% from Government and twenty five percent from villagers for RAHAT-KARYA (Scarcity work). He contacted village

Pradhan and villagers and was able to persuade them. Under this scheme three tanks were rennovated and some temporary arrangement of drinking water was made. He has also got some success in establishing the small poultry farms in his circle. In the year 1965-66 he was able to sell 8 poultry units and some improved breeds of birds. He has also succeeded in his effort of increasing irrigation facilities in the villages. Number of new wells have been dug and fitted with improved water lifting devices.

Failures

1. His efforts of composting campaign met with failures. He mentioned two reasons of this failures, first is compost pits located in the end of village corner and ladies do not like to go so far off to throw the rubbish. Secondly since there is still no other alternative fuel except cow dung cakes; the most of the cow dung is used for meeting the requirement of fuel.

2. He could not popularise much improved agricultural implements amongst the farmers.

3. Use of plant protection measures is negligible in his circle.

4. He could not achieve much success in providing irrigation facilities to the farmers because of lack of credit facilities to them.

Problems - Official and Personal

1. No incentive for good work.
2. Inadequate pay
3. Lack of other ammenities; such as housing, conveyance, medical, etc.
4. Large area of operation.
5. Lack of promotion opportunities
6. Inadequate and untimely supply of inputs.
7. Targets are not fixed with studying the actual local conditions.
8. Less opportunity to learn about latest innovation regarding agriculture.

Suggestions for improvement

1. Training should be imparted on the principle of " learning by doing and seeing is believing". One year training is not enough and duration of it should be increased.

2. To motivate the worker, incentives should be given. These incentives may be; the facilities for further study, promotion on higher post or cash rewards, etc.

3. If possible, pay scale should be revised otherwise help should be given in form of kinds such as housing facilities, children education allowance etc.

4. Area of operation may be reduced to increase effeciency and effectiveness.

5. VLW should be properly equiped with the latest technology.

6. Inputs should be supplied timely

7. Subsidy should be given in initial stages to propularize improved implements pesticides, where these have not been popularized.

8. Targets should be fixed after studying the prevailing local conditions.

9. Attidues of higher officers should not be supervisory but it should be helping.

Conclusion

As I felt during the course of study he is a young, energetic, honest, enthusiastic, sincere and humrous worker. He has got apptitudeto work in the villages. Although he has been working in the unsuitable area from the climate point of view, still he is happy. He possesses most of the qualities of an extension worker.

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BOOK REVIEWS

(Summary)

The method of writing book-reviews has been used to provoke some thinking among the participants regarding Extension Education methods. The participants were given the necessary orientation on the subject. The following criteria of selecting the books for this project was fixed:-

-The book should be on a subject dealing with extension; it should be thought provoking; it should be a recent publication and the authors should be well known.

The following books were ultimately selected:

1. Community Development in India by B.Mukerji (1961)

   Discuss the operational and theoretical aspect of Community Development.

2. Village improvement and agricultural extension by A.N.Yegna Narain Aiyer.

   The author discusses his own experiences in Indian Villages and methods used by him in popularising the new ideas.

3. Getting Agriculture Moving by Arthur T.Moshr and Frederic A. Pralger.

   The author discusses the needs and problems at early stages of agricultural development. He has given the frame work for in-service training programme.

4. Extension in Planned social change - The Indian Experience. By Shri B.Rudra Moorthy.

   The book deals with the extension as it has developed in Indian soil. This is well documented and is useful for students in Extension.

5. Agricultural Demonstration and Extension communication by Shri Ram Krishan.

   The author has selected agricultural extension and communication as the subject of this book.

6. Diffusion and Innovations by Everett M.Rogers.

   The book is a condensed summary of all the available researches on diffusion conducted in USA and other countries of the world.

7. Indian roots of democracy by Earl C.Taylor, Douglas Ensminger Helen W.Johnson and Jean Joyce.

   This book gives the background of the various programmes undertaken in India to strengthen its democracy.

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BOOK REVIEW

COMMUNITY DEVELOPMENT IN INDIA

Author - B.Mukerji ICS.

By K.S. Warrier.

Community Development in India as the title of the Book indicates it goes into the operational aspects of Community Development programme as it has evolved in India. It also goes into the theoretical aspects. This book is written by a practical administrator , intended primarily for workers in the field. For others, with academic interest in the subject, it offers a useful summary record of the programme from the point of view of the programme.

The book was first published in 1961 - at the time the C.D. programme was passing through its 9th year after introduction. The Indian movement of community Development has been passing through several stages of experimentation and has changed its emphasis in terms of its techniques and methods used and goals and targets set up from time to time, within this nine year of its experience. This book offers an understanding of what the community development programme in India is attempting to achieve, the difficulties it has already faced and the ordeals that lie in a store ahead. This book can be considered as a practical assessment of the programme up to 1961 and suggestions made for by a practical administrator for making improvement in the set up of the programme.

The book is devided into 9 chapters. The book opens with a brief statement of philosophy and approach underlying the community development movement in India - and generally to community development programmes of underdeveloped countries. The second chapter presents the genesis of the Indian programme. It goes into the concept, objectives and ideology of India's C.D. Programme and point out such distinctive features as it possess. In the third chapter the author discusses the process and techniques of community development as a method and an ideology for promoting the development of the rural areas of the country on demoractic lines and with the active participation of the people and programme of activities that will improve the living condition in the rural areas..

The methods of community development can be applied only through a medium. It is the ideology, the methods and techniques of Community Development that determine the content, the method of formulation and planning, the order of priorities and the mode of implementation of the programme. The fourth chapter is devoted to an examination of the salient characteristics of the Indian programme. It goes into the needs required in the local programme, the role of C.D. as a multipurpose development programme, for increasing agricultural production, industrial development, for social education and utilization of local resources etc.

The fifth chapter considers how the programme of Community Development has to be administered and the problems of public administration involved in it with special reference to the Indian programme. This chapter deals with the duties and functions of various officers connected with this programme, the political weaknesses of under developed countries, the requirement of coordination both in the preparation of the plans of development as well as in their implementation. It also deals with the important features of Block organisation for securing the better coordination at the Block and village levels. This chapter also deals with why it requires financial assistance from Government and why the plans are to be made flexible.

The next two chapters are provided to "Community D evelopment and Local Government" and "Community Development - and Cooperation." The desire for self-help is inherent; in both the C.D. and local government to meet the commen ends on an organised and continuing basis. The farmer like to work with local leaders.

The C.D. also functions on the same basis. It works with the entire community through its chosen leaders, chosen according to some laid down procedure. This chapter describes how the ad hoc committees formed at the villages and block level which was given an advisory role in the development programmes have given rise to the idea of decentralised local government having a truely democratic character not only as a part of C.D. but a part of a larger effort to develop the nature economically, socially and politically. This chapter also goes into the functions and set-up of Panchayat Samiti at Block Level, Village Panchayat at the village level and the Zila Parisad at the District level. It also discusses the role that can be played by the village Panchayat in developing the rural areas and how to get the finances. This chapter also stresses the need of

for an independent Local Authorities Service.

In the VIIth chapter the author deals with the close relationship and inter-dependence between community Development and cooperation and the Panchayats and cooperatives.

The 8th chapter deals with the education and training only of the official and non-officials involved in the programme. This chapter brings out the need the difficulties, the weaknesses that still exist in our training programmes.

The 9th and the final chapter deals with the need for evaluation and research in Community Development Programme. The need for an Administrative Intelligence System working in coordination with the process of evaluation and research has also been discussed here.

The book gives an understanding of what the Community Development Programme in India has been attempting to achieve, the difficulties it has already faced and the hard trial that are in store ahead. This book gives an easy understandable and straight forward accounts of planners and administrators approach to rural community development in India. The approach adopted in this book is more practical than theoretical and gives a good introduction to the subject. The book brings out the needs for democratic de-centralisation and at the same time points out the dangers to Panchayati Raj if the non-officials as well as the officials have not utilised their powers in the proper way.

The author had made use of the official reports and non-official attempts at the assessment of the actual programme very liberally. The author gives a good account of the successes and failures of various schemes and proves the need to retain Community Development as a multipurpose programme.

The author seems to be some-what biassed when he deals with the role of District Collector and the role of Block Development Officer. He advocates much to retain District Collector as an adviser and helper to Zila Parishad and to give the function of an executive officer in the Panchayat Samiti, where the Panchayat Samiti is the democratic administrative body at the Block level and Zila Parishad is the administrative body at the District level. The author attains much accuracy when he deals

with the administrative set-up, suggestions for re-modelling, suggestions for better coordination etc. at the higher levels at the Central and State levels, when the author deals with the functions and working of a village level worker he states that VLW has not received the required measure of support from the Agricultural Extension Officer. At the same time the author does not bring out the reasons for his statement and the author does not bring suggestions to create better coordination between these two important functionaries in the Community Development Programme. At more than one occasion the author finds fault for changing the emphasis of Community Development from a multiphased activity to agricultural production. But at the same time he is not bringing out concrete suggestions to increase agricultural production through community Development Programme. The book also is not going into the duties and functions of Agricultural Extension Officer which is a serious drawback in this book.

The logic of democratic decentralisation the cross-currents of thought regarding dynamic extension of cooperative movement and the thinking in regard to extending the benefits of the programme more effectively to the weaker sections of the community deserved a fuller and more detailed statement. The author being an experienced man in community Development programme it would have been much better if he had added his critical insights in regard to the successive stages in the development of the programme. In this book the author has not tried to make out a fuller discussion of the economic imperatives, political compulsions and sociological diamensions of the programme which would have been given a fuller understanding of the programme.

Even with all these self-imposed restrictions, it is a good work and gives rather an elaborate idea of the C.D. programme in India, and he also brings out suggestions to improve the programme. It is also important to note that this book was published at a time when much publicity was being done to the failures of this programme. This book helps to look back at the programme critically and to modify it so as to bring out an economic and social revolution among the rural communities in India.

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BOOK REVIEW

Village Improvement and Agricultural Extension.

by

Sri A.K. Yegna Narain Aiyer.

Durgesh Narain

Mr.A.K.Yegna Narain Aiyer, Retired Director of Agriculture, Mysore and author of several books has written very lucidly about his own experiences regarding the situations prevailing in those days and their improvement in Indian villages in his book entitled, "Village Improvement and Agricultural Extension" published by the Bangalore Printing & Publishing Co., Ltd. Mysore Road, Bangalore-18.

The book is divided into four parts, viz. Part I consists of Irrigation, Village sanitation, Disease control and Public health, village roads & Rural education, Rural industries & spare time occupations and co-operative societies. Part II consists of Methods of Extension or popularisation. Part III consists of Agricultural Improvements, Animal Husbandry, Tree planting & model villages. Part IV consists of the administrative agency.

He has very rightly emphasised the importance of irrigation that it increases the productivity of land six-fold. He recommended type of irrigation sources only of dams, tanks, wells and did not include other important sources such as ponds, lakes, canals, rivers etc. etc. He further stressed the importance of drainage, without which nothing can be grown but did not mention the causes which are that the lack of drainage causes water logging, make soil highly alkaline and saline and no aeration for underground/roots is possible. So the plants are unable to survive under these circumstances. He recommended reservation of some land for experimental work for showing various result demonstrations to the farmer. This is really a very practical convincing extension method, to show the results of the recommendations of research. He has also touched a very important aspect i.e. village sanitation and recommended closed latrines. These would certainly provide as well as improve health sanitation and hygenic conditions of the villages. Regarding disease control and Public health, he recommended spraying of chemicals at all water-stagnant and drinking resources. But he did not take care of prevention i.e. spraying of oil on these sources which provide breeding places for these disease-spreading organisams to die in breeding stage itself. He also very rightly touched upon the burning problem of our country i.e. illiteracy. He recommended opening of technical, agricultural and rural educational institutions but did not include basic schools. He very wisely recommended opening of small scale industries in the villages i.e. 'Beedi' making, watch and pyrotechnical, stick and broom making and handloom weaving industries as well as agro-based industries like dairying, poultry-keeping

sericulture, market gardening, food preservation, bee-keeping, palm sugar etc. etc. These would improve the economic status of the poor villages. He recommends opening of co-operative societies and credit societies for helping the farmers for the supply of all possible inputs as well as financial resources.

The best Extension method in his opinion is lectures and not publications of pamphlets or leaflets, newspaper and journals because of the high degree of illiteracy. He did not mention that the most effective and practical form of expension education is not group or mass media contacts as party politics automatically creep into them and make them ineffective. The foremost means found successful by extension people is individual contact but itis very costly and time consuming. The practical demonstration is decidedly better for groups. Regarding the best contact men in the villages for an extension worker in his opinion are the personnel of the offices of Deputy Commissioner and Revenue Department. The reason he gives here is their authoritative power and hence their influence on the villagers. It sounds quite appealing.

Rightly he gives a long list regarding Agricultural Improvements. He recommends even cultivation of fallows, use of improved implements and manures, autumn ploughing, control of pests & diseases, encouragement of important cash crops and introduction of new crops suitable to a particular region. He has left out weedicides which kill the unwanted plants consuming and competing with the nutrition, light and decreasing the yield as well as hampering the growth and development of the main crop.

He has rightly suggested and laid great emphasis on the aspect of animal husbandry, particularly on the supply of high class breeding bulls for service as well as castration of scrub bulls, artificial insemination and cultivation of fodder crops. He should have also touched upon the implementation of veterinary services to control various ailments and diseases our animals are suffering and sometimes they become hereditary because of no prevention and control over them.

He has also correctly evaluated the economics of planting timber and fruit trees. They not only give avenues but also give shelter. He missed here a very special point of these plantation of trees or "Van Mahotsava" which he also encourages is that these plants prevent erosion of soil and help in making environment for rains to avoid droughts.

He also recommends developing model villages to set an example for others to follow.

Regarding administrative agency in villages, he says the government officials administer law & order with the help of village Panchayats, scouts & guides, Prantiya Rakshak Dal, National Cadet Corps and help in their day-to-day work by certain important organisations like Ramakrishna Mission, Community Projects, Bharat Sevak Samaj and National Extension Services. He has missed some very important organisations like Missionaries who help in rendering

best medical and other miscellaneous aid possible in this country and American Peace Corpse which is doing immense service.

The author Mr.A.K.Yegna Narain Aiyer has very exhaustively and comprehensively covered almost all the salient points in village improvement and Agricultural extension. He deserves all praise to have condensed all aspects of our rural side to suggest ways and means to improve the same.

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BOOK REVIEW

Getting Agriculture Moving

Arthur T. Mosher -
Frederick A. Pralger

by

K. Nithyanandan

The author in this book brings out the essentials for development and modernization of agriculture. This book is about needs and problems especially at early stages of agricultural development. According to the author the principal purpose of this book is to serve as a frame work for systematic discussion process in agriculture in in-service training programmes. This book is divided into four parts having fifteen Chapters besides the author's preface and introduction. Talking about the agriculture production of a country the author says that techniques alone are not enough to increase the agricultural production, but they have to be combined and used with intelligence, imagination, experimentation, and continuing hard work. The author examines the great variety of factors affecting agricultural development, noting what each accomplishes and how each depends for its effect on each of the others. According to the author agricultural development in almost every country is essential:

1. to feed the ever growing population,
2. for a better living of the farmer and his family,
3. to pay part of the costs of industrialization from increased agricultural earnings and
4. to change the people who are engaged in agriculture.

Agricultural development, the author says, is an integral part of general, social and economic development.

In part one having four chapters the author reviews the elements of agriculture, i.e., the production process, the farmer, the farm and the farm business. The author has rightly pointed out that a progressive agriculture is always changing and the production process can be increased in efficiency almost indefinitely. The author finds no difference between the farmer and other human

beings. Farmers, as persons, behave basically in the same ways as all other human beings. The form, the arrangement and the size of farms need to be different in different parts of a country depending on the local nature of the land and the type of cultivation for which it is best suited. These characteristics of farms need to change over time with changes in methods of farming if agriculture is to be most productive. Farming is a business in so far as production is concerned.

In part two, the author considers five facilities and services that must be available to farmers if agriculture is to develop. Each of these is essential. Without any one of them there can be no agricultural development. These five essentials are: Markets for farm products, constantly changing technology, local availability of supplies and equipment, production incentives for farmers and transportation. The author clearly brings out the inter-dependence of industries and agriculture and says that industrialization depends upon agricultural development because industries must sell their products and farm people are an important part of the potential domestic market for them. Likewise, agricultural development depends upon industrial development because farmers need to be able to sell their surplus production to non-farm people and industrialization increases the number of non-farm wage earners(Chapter 5, page 63).

Most of the new methods that will increase agricultural production require special supplies and equipment and, the author says, that these be available at many, many local points in sufficient quantity to meet the needs of every farmer who may want to use them. How far this is practicable in a developing economy remains to be solved. Whatever the difficulties, the author says, it must be accomplished if agricultural productivity is to rise. From this it is clear, for example if the demand of fertilizer by the farmers alone is met with, we are sure to make a break through in our agriculture. If it is to be accomplished, it must receive as much and as competent attention as research or the arrangements for marketing farm products.

In chapter 8, dealing with production incentives for farmers, the author says that these incentives are primarily economic: Remunerative price relationships, a reasonable share of the harvest and the availability of goods and services

that farmers would like to be able to purchase for themselves and their families. Apart from these economic incentives, farmers want respect and recognition from their friends and neighbours. The author has touched a practical problem which most of the developing countries are facing i.e. setting up of maximum prices for farm products to hold down the cost of living of urban people industrial workers and government employees. The result is to reduce the incentives to each farm operator to increase his production just when agricultural development is of prime importance to the nation. (Page 102). The author suggests that if it is felt necessary to hold down the cost of food to urban consumers, it is better to do this by government subsidy within the food distribution process. By this the government satisfies both the farmers and the urban people. This is what exactly the present DMK government in Madras is doing in their "rupee a measure" programme and the government proposes to cover the entire state before Pongal festival in Tamilnad. From this it is clear that this can be made possible in other areas also with proper planning and careful execution.

In part III the author discusses about five accelerators of agricultural development. These accelerators are different from "essentials" discussed in part II. There can be agricultural development without one or more of accelerators. These accelerators are: Education for development, production credit, group action by farmers, improving and expanding agricultural land and National planning for Agricultural development.

The purpose of production credit is to enable farmers to purchase productive equipment and supplies. The author says that credit is less important to agricultural development than is the ready availability of such supplies and equipment at convenient nearby markets. This is especially true in our situation where there are many instances to show that the credit is not utilised for real purpose it is meant for. There are instances where a farmer getting loan for digging a well but utilising this for his daughter's marriage; similarly getting loan for land improvement but clearing off his previous debts with the money lender. We cannot blame the farmer entirely for this. To make use of the credit the supplies and other equipments must be made readily available to the farmers near the villages. Another improvement is to give the loan as far as possible in kind and not in cash. Frequent followup to find out

whether the loan has really served the purpose or not will result in improvement in agriculture. The author feels that the land area of a country be rarely doubled or even increased by fity percent , through developing new lands. This is especially true in an under-developed economy. The development of new lands require huge capital investment which a developing country cannot afford to meet with. But the author agrees that it is possible to increase by fifty percent or even to double the yields of crops on the existing land. The yield perfomances of ADT 27 in Thanjavur, Mexican wheat in Ludhiana and Taichung Native 1 and I.R.8 paddy varieties stand as evidences for this statement.

As already stated the book is primarily a review of facts and ideas which are already common knowledge. So, too much cannot be expected of this book. The author uses a simple language throughout, supplemented by simple illustrations which are easy to follow. The author has drawn the facts and ideas from various sources and organized the material in a systematic way. He quotes examples frequently through facts and figures. The publishers has brought out the book which is very handy, attractive, with bright plates and bold letters. No technical knowledge is required to understand this book. Even a common man can easily follow and appreciate the author's simplicity in his expression throughout the book. By seeing the attractive title "Getting Agriculture Moving" if a person in search of some concrete ideas and suggestions goes through this book, definitely he will be disappointed and he may feel that this book is too elementary. The author has left the part IV of this book to such persons and given the full liberty to complete with his own specific things which he can do to increase the rate of agricultural development in his country.

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BOOK REVIEW

EXTENSION IN PLANNED SOCIAL CHANGE THE INDIAN EXPERIENCE.

Author: B.Rudramoorthy

by: R.B.S.Naidu.

Extension an "imported" idea into India, has had a recent but rapid growth in the country. International in character similar to Science, Extension has played a significant role not only in the country's economy but in the development of modern social systems. That the "Indian experience" has, in such quick time, but itself to threadbare discussion in a book like Prof. Rudramoorthy's, goes to prove the wide usage that Extension has gained not only among the field workers but also with administrators, politicians and the general public.

Rightly hailed by the then Minister for Community Development and Cooperation in his foreword the book is a product of experience - such experience one should very well say, because Prof. Rudramoorthy has been associated with the National Extension Service and community development from its very inception.

A veritable teacher at heart, the author lays great stress on the essential nature of Extension as an educational process "aiming at the development of the individual as well as of the community." As such he has taken special pains to elucidate and enlarge the several conceptual and practical aspects of Extension, Programme Planning, promotion of the desired changes, training and evaluation.

Through its educational process, Extension motivates people, especially the rural folk, to break away from the traditional ways and to opt for more scientific, modern ways. It, therefore, involves working with people and educating them to desire for something better than what they have been used to and guide them through the appropriate steps to realise their desires. Prof. Rudramoorthy tells us what these steps are through a dozen instructive chapters.

He paints for us the picture of "bullock-carts, wooden ploughs, mud roads, thatched huts, and low yield crops" and that of "Jet planes

automobiles with the latest gadgets, tractors and bulldozers, concrete roads and buildings, and record yield of crops." He asks us the simple question:which picture would we select? He has no doubts about the answers, and tells us that governments and organisations in developed and developing countries have very willingly taken upon themselves the onerous task of extending knwoledge made available in their laboratories and research stations to the people who need it (like we in India). This process of "extending such knowledge of recent advances in Science and technology is, the author explains in the simplest of terms, "Extension."

Prof. Rudramoorthy employs a lucid prose style to dig deep into Indian philosophy, to tell us that right from the days of the Upanishads and the Bhagavadgita we have had Extension in one form on another - a method for helping rural people to come out of their rut. Through the ages we remained self reliant and contented. But with the advent of the East India company and the subsequent establishment of the British pattern of administration damaged this self reliance and contentment. A change has, once again, set in with the launching of "Extension."

The author, in unequivocal terms, makes it clear that Extension is informal education, and differs from formal class-room teaching. Yet, its class-room is the field, or the home, or village, or work-spot. He calls, the rural population the potential class."

In a special chapter, Prof. Rudramoorthy takes us along the development of Extension work in India through the past few years, and compares such development with the progress Extension has achieved in a few other countries.

Are not Community Development and Extension one and the same thing? In their objectives, process, form and principles, there are more similarities than dissimilarities, says the author, and devotes one full chapter on clarifying this point.

What part does extension play in social Education? How far is Extension a part and parcel of rural welfare? What essentials are to be looked into while planning an Extension programme? Cogent answers are to be found in chapters that read like chapters in a novel exciting! The author quotes copiously from well known experts on the subject and makes liberal use of charts and diagrams to bring home those points which he desires to emphasise.

If the book appropriately starts with " what is Extension," more appropriate and topical in the chapter entitled " what Extension is Not." In this he dispels certain doubts, clears certain other misconceptions, and justifies the permanent place that we have to give Extension in India.

Over a hundred titles find prominent place in the comprehensive bibliography the author has prepared for the students who would want to conduct further research and study in the subject. A detailed index would have proved more useful.

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BOOK REVIEW

AGRICULTURAL DEMONSTRATION AND EXTENSION COMMUNICATION

Author Ram Krishan.

By R.L.Khurana.

The two vital aspects of Extension Education that of Agricultural Demonstration and Extension Communication have been dealt with in the Book in a bold and befitting manner.

We must face the reality and find out best solutions to our problems of Agricultural Extension and Communication if we have to survive , the book prescribes. The present work of the author is a great help in depicting real picture of the Extension work in the field, the mistakes being done, the problems being faced and suggests very useful and practicable method to solve those problems. The book is divided into two parts; (1) Agricultural demonstration and (2) Extension Communication.

Agricultural Extension work with typical Indian examples in the state of Uttar Pradesh have comprehensively been presented in the book. The book is written with the objective that every Extension worker right from VLW to the highest ranking participant of Community Development may take advantage from the book. Comparison of the Extension workers actions, where one had done the job in the right direction and the other in the wrong direction instigate the reader towards adopting the right attitude and taking lesson from the mistakes done and correcting mistakes in future.

Agriculture is a dynamic process. We find everyday new varieties of seeds being discovered and followed by new practices to be adopted for procuring highest yield from the crops. As such there are certain processes in Demonstration, which require change from time to time. The book under review draws the attention towards present situation in U.P. The processes and suggestions included in the book can be modified or combind according to requirements of different communities and areas. It is of importance to note that the principles presented in the book can be applied to Extension work carried out throughout India by making a little modification in the suggestions keeping in view the local conditions.

Agricultural Demonstrations have so far proved to be one of the most dependable media through which the farmers can be helped in changing their traditional practices and adopting new ideas. The literature on Demonstrations is available in different forms for the guidance of the Extension workers, although much of the information lies scattered. The action by writing out his present work has brought out in a compact form the whole philosophy of Demonstrations as to how they should be carried out, what action should be taken at different stages of Demonstration, the follow-up work needed, the evaluation of the Demonstrations and presenvation of informations on successful conducting the Demonstrations to make others to learn new practice.

In the second part of the book the author has vividly explained the best methods to disseminate information, knowledge and skill about the results of the demonstration and for other messages of Extension.

How to disseminate information of ... successful results achieved to the maximum number of farmers and at the lowest cost, has been described in the second part of the book. At places, the author has shown how an Extension worker can engage one or more methods of Communication and where which of the aids can most efficiently be deployed. In which situation methods can be combined or teaching aids can be collaborated with the Extension Communication Methods.

In a nutshell the author has very ably taken into consideration the need of the moment in streamlining effective principles and precautions to be taken in Agricultural Demonstrations and Extension Communication. The present stage of Community Development movement has been recognized by the author.

For avoiding mistakes done earlier, he has quote and compared various real performances of Extension workers in the field in various Blocks in U.P.

By dividing the Agricultural Demonstration in 3 stages viz;

a. Pre-demonstration stage.

b. Actual demonstration stage and

c. Post demonstration stage.

The author has crystallized the importance to be given and care to be exercised on various steps in the process of Agricultural Demonstration. Furthermore, the section dealing with Extension Communication has been most appropriately drawn out and linked with the Agricultural Demonstrations. If systematic efforts are not made to disseminate to masses the information got through agricultural researches, demonstrations, the efforts put in for conducting even ideal demonstrations in Agriculture would go a waste.

Actually, the agricultural demonstrations and Communi/ /cation of skills, to as large a number of people as possible, go hand in hand. The author has brought both the aspects to light and emphasized their importance in combination. The present work of the author is an enthusiastic guide and an eye opener to Extension workers and a commendable contribution towards community development Movement in India.

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BOOK REVIEW

DIFFUSION OF INNOVATIONS

Author Everett M.Rogers:

By J.K.Jain.

The subject of diffusion of innovations is a comparatively neglected field in the world, and possibly the most neglected in India. The existing literature consists mainly the five hundred publications on the diffusion of innovations, unpublished research and personal discussions of author with American and European diffusion researchers. This book deals with the essential elements in analysis of diffusion of an idea; these are :

1. The innovation; and (2) its communication from one individual to another; (3) in a social system; (4) overtime. "Innovation has been defined as an idea perceived as new by an individual and " Diffusion" is the process by which an innovation spreads. Author has described the term ; research tradition a a series of research studies on a similar topic in which successive studies are influenced by proceedings of investigations. Six major traditions on the diffusion of innovations i.e. anthropology, early sociology; rural sociology, education, industrial and medical sociology, have been discussed elaborately.

The importance of culture in diffusion process has been discussed in this book. Cultural resistances to new ideas are often found in food habits; number of examples have been quoted related to this; such as in India, sacred cows-roam the country-side while millions of people are undernourished.

The author has very nicely discussed the adoption process ; how the ideas are adopted. Adoption process has been described as the mental process through which an individual passes from first hearing about innovation to final adoption. The adoption process has been conceptualized in five stages or steps ; Awareness, Interest, Evaluation, Trial and Adoption. At the " awareness" stages the individual is exposed to the innovation but lacks complete information about it. He then becomes interested in the innovation and seeks information about it at the " Interest" stage.

At the "Evaluation" stage the individual mentally applies the innovation to his present and anticipated future situation, and then decides whether or not totry it. The individual uses the innovation on a small scale in order to determine its utility in his own situation at the"trial"stage. At the " Adoption" stage the individual decides to continue the full use of the innovation. Author has further mentioned that cosmopolite information sources or impersonal information sources are most important at the awareness stage, and localite information sources or personal sources are most important at the "Evaluation" stage.

Author has classified individual within a social system into five adopter categories on the basis of innovativeness; these are, (1) innovators, (ii) early adopters, (iii) early majority (iv) late majority and (v) laggards. It has been observed that venturessomeness is alomost an obsession with innovators. They are eager to try new ideas. Early adopters are more integrated part of the local social system than are innovators. The early majority adopt new ideas just before the average member of a social system. Their adoption period is relatively longer than the innovator's and early adoptor's. Late majority adopt new ideas just after the average member of a social system. Laggards are last to adopt an innovation. Laggards tend to be frankly suspicious of innovations, innovators, and change agents. Author has focused the characteristics of adopter categories based on different researches conducted in different countries; relatively earlier adopters in a social system tend to be younger in age, have higher social status, a more favourable financial position, more specialized operations and a different type of mental ability from later adopters.

Author has thoroughly discussed the role of innovation, innovator, opinion leaders and change agents in the process of adoption. The characteristics of innovation, is percieved by the individual in a social system, effects its rate of adoption. Author has focused the five characteristics of innovations; these are (1) relative advantage ,(2) compatibility,(3) complexity , (4) divisibility , and (5) communicability, which effect on the rate of adoption. He has given the stress on the importance of innovator in the diffusion process. Innovators, as the first individuals in a social system to adopt new ideas, are necessarily deviant in their time of adoption. On the basis of several researches conducted on diffusion process; it was found that

opinion leaders play an important role in the diffusion and adoption of innovation. He defined opinion leaders as those individuals from whom others seek advice and information. Opinion leaders are more impersonal, technically accurate, and cosmopolite sources of informations than their followers. Author has outlined the role of change agent in adoption process. Change agent is defined as a professional person who attempts to influence adoption decisions in a direction that he feels desirable. Almost every analysis of any change agent's clientele shows that change agents have more communication with higher Status with lower status members of a social system. Evidence supporting this generalization comes from investigations of county agents and soil conservationists in the United States, and of local level change agents in less developed countries like India and Phillippines.

A general strategy of change was suggested by author which included the following: (1) a programme of change should be tailored to fit the cultural values and past experiences; (2) a change agent's clients must perceive a need for an innovation before it can be successfully introduced; (3) change agent should be more concerned with improving their clients competence in evaluating new ideas, (4) change agents should concentrate their efforts upon opinion leaders in the early stages of diffusion of an innovation; and (5) the social consequences of innovations should be anticipated and prevented if undersirable.

The very title of the book " Diffusion of Innovations" gives an impression that it might have been written for an Extension Worker whose profession makes it imperative for him to deal with a large number of people for betterment of communities. But actually the book has been aimed as such people who research on diffusion in the field of social Sciences; such as Anthropology, Sociology, Economics, History and Agricultural Extension. Since the community Development worker or Extension Worker has also to persue the farmers or villagers for adopting innovations, this book is of interest and great use of them also.

Throughout the book the author has displayed remarkable and almost uncanny ability of observations and analysis. In all the 376 pages of the book, there is a hardly any matter which could be considered worth parting out. Though, the book has been written by an

American author, but a lot of Indian and other country's examples related to the diffusions of innovations have been quoted and analyzed thoroughly. I think this book is equally good and effective in preval ent Indian conditions. It's a good encyclopedia of about 500 published research publications on Diffusion of Innovations with analytical view. Author has only reviewed the publications on the diffusion of innovations so there is hardly any possibility of criticism except of general nature which are almost negligible.

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BOOK REVIEW

" INDIAN ROOTS OF DEMOCRACY"

Authors: Carl C. Taylor
Douglas Ensminger
Helen W. Johnson &
Jean Joyce.

By - Ram Parkash.

This review covers the first ten chapters of the above mentioned book only.

In the first eight chapters the authors have described the setting with which Indian planned development began that is the major conditioning factors and identifiable situations e.g. three basic social structure - village, caste systems and joint family system; local rural institutions - Panchayats; people and the land; social services - education health, welfare, transportation and communication etc.

In chapter IX and X the authors discuss the two rural development programmes i.e. Community Development Programme and Training personnel for Community Development and give the authors critical assessment of the trials and errors and successes of these programmes in a period of ten years.

The subject is dealt with quite thoroughly by the authors. They have made use of the writings, findings, case studies, committee reports, researches by different authorities on the subject to substantiate their points.

However, the contribution of authors in certain cases is little. They have just presented the extracts from the findings of the various research papers, or committee's reports which is not expected from these authors who have got such a vast knowledge in this field.

The authors have traced the back history of each problem very extensively.

The authors have taken big quotations from other books and presented the same as it is. Instead they should have just summarized their findings in their own. It would have shortened the voluminousness of this book and made the reading of the book interesting as well.

The authors have taken the trouble to give the names of the publications alongwith its authors at the end of each chapter, who have studied that particular field very thoroughly so if any reader is interested to go into more details of a particular field, this list can be/more use to them. /of

The authors have made a comparative study of each problem. He has compared the progress with other advanced as well as developing countries. It gives a clear cut picture to the critics of the development programmes to ascertain that how far we are lagging behind or going ahead as compared to other country's progress.

The authors have given the critical assessment of the trials, errors and success of these development programmes.

However in case of certain observations those are just of a general nature. The authors have not gone into the roots of those observations which is expected from them.

The title of the book " The Roots of Democracy" does not directly suit with the material the book contains inside.

For the convenience of the readers, the authors have not taken the trouble to see that the size of the book should be small, the type used should be little big, cartoons and photographs should be used at suitable places.

On the whole the book is very useful for planners and directors of development programmes of newly developing countries. It is useful for assisting countries who may find profit in an objective but critical analysis of the first decade of experience of the most giant, planned rural development programmes in free world.

It is too useful for the considerable and increasing number of social scientists who dedicate themselves to the task of understanding the purposes of the problems of economic social and political development of newly developing countries.

The book too provides to a wide sprectrum of Indian people - her planners, political leaders, teachers, scientists, adminstrators and field

workers - with the vital one step - back objective view of their progress and methods in an effort to understand the process of change, to appreciate their vast progress to date and to provide encouragement for these dedicated people to stand by their commitments and continue in their unassailable faith in the capacity of Indian people to overcome the burdens of disease, ignorance and poverty.

In the end it is added that the study of the book is must for all those who are interested in the development of India.

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BOOK REVIEW

India's Roots of Democracy

Carl C. Taylor
Douglas Ensminger
Helen W. Johnson
Jean Joyee
by
A.K. UBERAI

From Chapter XI to XVI

"India's Roots of Democracy", a book authored by Carl C. Taylor, Douglas Ensminger, Helen W. Johnson and Jean Joyce, is a critical analysis of rural experience in planned social development since her independence. It has been written to serve as guide for planners and directors of development programmes in newly developing countries, as well as to provide insight for those who are interested in knowing India's struggle towards social change. The book likewise aims to serve political leaders, teachers, scientists, administrators and field workers upon whose shoulders the burden of responsibility of raising a new nation rests. It reckons the massive facts about the strong deeply rooted and rammification of various social orders upon which the struggle for a change must be based. The total number of chapters in this book are twentyseven with 685 pages. In the first eight chapters of this book the authors have described about the set up with which the planned development in India began. It also gives an idea about various processes which were inevitable for the planned change. The next two chapters give an idea about the community development extension programme and training of personnel for the same. I am concerned in giving the review of chapter XI and onwards upto Chapter XVI.

Chapter XI

The Chapter discusses the description and analysis of planned agricultural improvement programme which was launched in 1952. The authors have quoted widely from evaluation reports on working of community projects, the reports on grow more food enquiry committee and reviews of three five year plans. They have used the abstracts from these to support their analysis of why Indian agricultural production lagged behind the agricultural production of some other developing countries.

Summarizing their view points at one stage they say basic causes for low state of agricultural development and the low level of living of farm familios and village communities was the very little development of industrial sector of the national economy under colonial rule". The authors have given a detailed historical account, the way in which the CD Programme was officially launched. They have very beautifully analyzed this programme when they say "This blue-print or medel for an extension system, like the model of C.D. Programme was constructed out of India's own experience and experiences of other developed countries." They have summarized the suggestions for effective agricultural organization in five statements which are

a) To create an awareness amongst the farmers about the ways to increase agricultural production, and also to demonstrate the superiority of new kinds of agricultural practices.

b) Diffusion of new improved agricultural practices.

c) Maximum and effective use of irrigation water to increase yields.

d) Extension be an educational process.

e) Loan money should be made available to farmers so that they can get required quantity of physical supplies.

In the opinion of authors the decision to establish a C.D. Extension Programme was something like a mutation in the methods by which India has attempted to grow more food and the launching of package programme is another such programme re-oriented. The Chapter indicates some of the trends of future programmes that have been launched to increase the agricultural production in the country. The problem of India as identified by authors for increasing agricultural production is to use more labour intensive methods of production than by maximum mechanization. They have even recommended non-agriculture labour intensive projects to employ as much as possible the excess rural man power.

In my opinion the authors could have been more specific in their analysis of our various programmes for agricultural production. It has been noticed that the authors are very cautious in expressing their opinion on various aspects of our problems in this Chapter. They have been too general in their criticism and not tried to go to the roots of the problem as was expected because of their vast experience.

Chapter XII

It deals with the programmes related to land reforms. The authors have also described about the various problems, which a country faces when it launches a national development programme. The authors have cited widely from the reviews of three Five Year Plans, books on land reform, land tenure, etc. The abstracts from these they have used in support of certain statements. They have compared the land reform works of India with other advanced countries like Japan, Argentina, Mexico, and Iran etc. In their view the most critical problem has been of land tenuring. In this respect, authors strongly support that the "State should have direct contact with the occupier of the land" whether he be an owner or one of various kinds of tenants. They have stressed for the need of fixing a upper limit and also a lower limit for the land holding. The authors have quoted five recommendations of five year plan as

a) Abolition of intermediaries
b) Tenancy reforms
c) Fixation of ceilings on land holding
d) Improvement in the working conditions of farmers
e) Cooperative organisation

A panel set up in 1955 gave a diverse report as legislation provision varied from state to state. The panel laid down its own criteria for personal cultivation namely

i) that the cultivator should take the risk of the cultivation
ii) should personally supervise cultivation
iii) should be a person who himself is engaged Principally in agricultural operations.

The second Five Year Plan/not only utilized the findings, but largely followed the suggestions and recommendations of this panel. In my view the authors have not presented any original ideas, but have quoted mostly from various publications. It would have been much useful if they had given some of their own ideas as they are involved in this programme since its inception. They have only given the views of various leading men, but it is not clear whether they are supporting their views or not.

Chapter XIII

The authors in this Chapter have discussed about the prospect and problems of developing cooperatives. It describes that why the leaders feel that the tremendous development of cooperatives is important and why the progress in this field has been slow. The authors have cited here and there from publications on agriculture cooperatives, evaluation reports, reviews on five year plans. The cooperative movement in India started in 1904 with the initiation of cooperative credit act. These cooperatives were operated for making production loans to small producers. But through a survey it was found that only 3.1% of the amount was supplied through cooperatives whereas government agencies supplied 3.3% and the rest of 93.6% was secured from professional money lenders, agricultural money lenders, traders and commissioned agents. In the last fifty years from 1904 to 1954 the daily increasing number of credit societies had not established cooperatives as local institutions, much less had the supplying of needed agriculture credit been wrested from the hands of economic middlemen. The authors view point is that the cooperatives alone or in any substantial way should assume the major responsibility for solving all the problems of all the disadvantaged groups which abound in India. These cannot lessen the distrust which villagers now have of out siders including government officials. Authors emphasize that the task assinged to cooperatives is the responsibility of government itself and even more of C.D.Programme. Authors have supported the view point of Sir Malcolm who suggested that there should not be emphasis on speed, but India must develop at a slower pace because all democratic processes involve slower pace. This view point is just the opposite to what our political leaders think, who want a more rapid progress. In authors' views the cooperatives will be working better if the farmers and villagers are made concious about their

working and also the process of educating the membership goes on. They are critical of politics entering into cooperatives. They emphasize the need of keeping local cooperatives small enough that they could be mutual aid societies and enlarge enough to be viable economic business organisation. The confusion about needs and non-cooperation among all people of local community is lacking, and this acts as a hinderance in the progress of cooperatives. Authors are also critical about the role played by Panchayati Raj. They think Panchayati Raj is not able to influence villagers in regards to cooperatives.

Chapter XIV

In this Chapter mostly the recommendations of Planning Commission and abstracts from Five Year Plans has been enumerated to show the need of a sound relationship between local and national institutions. They have shown the importance of a development programme administration. The authors have also taken abstracts from various evaluation reports to enlighten the relationship among various departments and need of coordination at district level and block level. They also emphasize two significant things - one that the district unit of administration encompassed so large a number of villages that it could not effectively relate itself to panchayats, and second, in essence it said as the development programme had increased in magnitude, administration, officials about the district had further centralized administration by taking over many functions which normally would have gone through district administrations. There have been elaborate discussions through quotations about the working of three tier system of local government i.e. village panchayat, panchayat samiti (Block) and Zila parishad (District). Authors have supported the concept of "democratic decentralization" by giving examples of few states who have initiated this concept, showing the progress in this field and problems faced. The authors also not agree to the provisions of laws, identical in every state, as the traditional experiences of the people are different in various areas of India.

Chapter XV

This Chapter on development of rural industries discusses their importance as they are best suited for better utilization of local resources

and for achieving self-suffering in respect of certain type of essential consumers goods. These will provide new sources of employment to unemployed and the underemployed. The authors lay stress on the importance of Khadi as an economic weapon and an emotional symbol. The authors have supported the Gandhian way of thinking about khadi and rural industries. They have pointed out the importance that rural industries outside of the village should concentrate in new townships or in extension of old towns, not in cities. They have given a good account for the failure of rural industries, when they say that though Indian Planners have supported this concept, they do not have one single opinion about just what "rural industries" mean. Despite the increased measures to assist village and small scale industries, there is no significant progress in rural industries sector. The success and failure of few of the industries like khadi, coir, sericulture, handloom and handicrafts has also been shown. Authors support the recommendation of Khadi and Village Industries Commission of power introduction as this will open the way to number of advances in the villages. Though the beginning is slow the authors favours the rural industries programme in community development block. The authors want to see Panchayati Raj playing an important role in development of rural industries. For this they suggest that unless and until there are some experts and technical supervisors in Panchayati Raj it would not be able to contribute towards village industries development. In the end the authors suggest that a rethinking and reformulation of policy is essential.

<u>Chapter XVI</u>

In this Chapter the authors have tried to summarise from various reports of secondary education commission, five year plans and various programmes for education. The authors' contribution in this Chapter is very little. In the beginning of the Chapter the authors have said that "India's people were not only ill-fed, ill-housed, and ill-clothed", but they were ill-prepared to undertake the duties and responsibilities of informed citizenship. Statements like this which pass judgement on entire mission of a country are confusing specially when authors have not properly documented it. I fail to understand the objective of including this Chapter in this book.

It does not provide any clear thinking or direction as reader would have expected from the title of this book. The authors have raised at the end of this chapter three problems in the programme of education (1) Diversity of language and dealects used (2) necessary special concern for opening educational opportunities to a large number of socially and economically disadvantaged people and (3) a low level of literacy. But the authors have failed to give us a good analysis of these points. The reader expected the authors should have gone into more details to the efforts made in this direction by country, problems encountered for implementation of this and possible trends for future.

On the whole, in the chapters under review the authors have used abstracts from a number of publications and have widely used quotation in support of their statements. These quotations have been well documented in the end of each chapter, thus enabling reader to verify of these quotations and also helps him in evaluating the statements and views expressed in this book.

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BOOK REVIEW

INDIA'S ROOTS OF DEMOCRACY

Carl C.Taylor & others.

by R.Santanakrishan

The authors have outlived health programme and achievements of the health ministry under the various five year plans and have correctly pointed out that the main hurdles in the way of expansion of medical facilities and sanitation in the villages are the social customs, traditions and superstitions. However this aspect is slowly getting out of line and with more educational and developmental activities in progress, the programmes are bound to succeed in future. The authors have also pointed out the pit falls and short-comings of the programmes and have especially pointed out that most of the rural health centres are without doctors and in some cases without the anxillary staff also. It is equally important that the medical colleges open more rural clinics around them and inspire in their students a sense of dedication to serve rural people. With regard to nutrition, with 90% of the dieat as cereals, the authors have rightly pointed out the urgent need to change food habits and to provide valueable groups with nutritions food. The lack of trained personnel doctors for various programmes, in rural areas have contributed to slow expansion in facilities. Equally in the lime light is the problem of family planning, with the rise in population due to better medical facilities and the authors have again emphasised the need to reduce the birth rate especially when the food production has failed to increase correspondingly. The authors might have examined concrete steps including compulsory steri-lisation, legalizing abortion, raising marriageable and use of modern contraceptives, so that it may be useful in evolving programmes. The need for universal education and socio economic development has been rightly emphasised as solution to health problems, but it is equally necessary that the blocks are geared to the needs of the people both in respect to resources and personnel so that the impact is felt in rural areas.

Social Welfare Programmes.

The Central Social Welfare Board's, Welfare Extension Projects, the authors have pointed out are schemes in right direction but in the absence of initiative and financial help from people the

programme did not succeed to desired extent. The need to undertake more welfare projects for physically handicapped and for deaf and blind together with a comprehensive social legislation has been brought out clearly in the book. Coordination is vital for the success of the programmes and the authors have rightly pointed out this deficiency. Professional training for social work should be expanded to provide for specialised training and the serious shortage of trained personnel can well be met by making the profession attractive. The growth of Mahila Mandals have been rapid, but in most cases have been organised by interested groups to serve their own ends. In reviewing the progress of these mandals, the authors have observed that large number of women come forward to join these groups and "there is now no stopping them". But it would be interesting at the same time to find out their attitude and attitude, so that they can be trained and moulded to do their duties effectively. The important developments as the authors realise, are the extension of these agencies to rural areas and drawing out of urban women into rural welfare service with the proper functioning of the welfare agencies and better coordination. The programmes have a fair chance to succeed in future.

Contribution of sociology to development.

The observation that village society is stagnant does not hold true in the present days. A set of dynamic forces are already acting through the village society in order that they may learn more and have better living. The institutional structure in most cases is no longer rigid, there is a desire for change. It is difficult to comprehend how cultural borrowing can play a great role in economic growth especially when the local conditions attitude and economic resources vary. The authors have rightly observed, that the leaders and directors of development programmes should understand the methods of democratic development.

The problems and processes of planned change.

The authors have emphasised on the means employed to motivate people who were said to be apathetic and in stagnant societies and also have analysed the processes and means by which largely unplanned change has occured in societies. They have quoted the findings of field and studies of the members of peasant societies in Chine, Egypt, Colombia and India and have rightly observed that the gap between secularised societies and folk societies is wide but they are in transition from traditionalism to modernity, although slowly.

Again the formation of new groups to shoulder major responsibilities has been rightly emphasised especially as they are amenable for change in attitude behaviour and skill that there has been no planning for cultural change is evident in India, although of late it is sought to be brought about by the people themselves in the C.D.programmes. However it is difficult to comprehend the authors view that the traditionals lacked desire for change, because of the fact that the desire for change is always corelated with the economic resources and literacy of the individual.

Development of means and methods of communications.

The authors have briefly and effectively discussed the two way channel between the planner and entreprenurs of change and the masses. The authors have rightly observed that communication from village people to planners has been lacking, and since the villagers seldom more in unison, diffusion of change is rather difficult. Results of village studies quoted by the authors provide guidelines for developing an effective communication system. People's participation in the development work under the panchayati raj will lead to an effective system of communication, it is argued by authors, but nevertheless, with the politics and several caste and social groups within the village, little success can be expected working alongwith village people directly supported by intensive discussions and visual aids will help to motivate people towards greater participation in development work.

The lacuna of planners, namely how ideas entered village from outside, and how they flowed through constantly operating communication channels area they were inside village boundaries, has been well brought out by the authors. The authors, quoting the results of surveys conducted in India on different aspects, have pointed out that face to face method of communication is most effective. Perhaps, as the authors observe, it should be used in conjunction with mass media especially when literacy is low.

Role and status relationships in programme administration.

The authors have discussed the social class structure and the bureaucratic administrative structure in the implementation of community development programmes and have rightly pointed out that the programme has been most often influenced by one age old class structures especially the class status. Effective communication and cooperation has been hindered by administrative burancracy and the authors have urged the bureacratic administration to learn how to lead in the evalution of massive people's programmes. The abence of helpful human relationships between the role players in development programmes especially between village level workers.

Agricultural specialist in block and district administrators has been brought out vividly. The village level worker has no opportunity to manifest himself and is burdened with all types of work, with the result he feels discllusioned and dis-appointed over results. It is important that his role is well recognised and given the necessary facilities and status, so that he can put forth his best efforts.

Community Development - Extension Programme.

The authors have attempted to construct a model for the C.D.programme. The steps in C.D.programmes are :

i) Systematic discussion of commonly - felt needs by members of community.

ii) Systematic planning by local people to undertake first self help project.

iii) Motilization and harnessing of the resources and.

iv) Development of group aspivations. In India, the above is a tremendous task sought to be achieved by the programme, and once the people are initiated into action through motivation and incentives. There is scope for success.

The components of the model C.D. have been listed as:

i) Location of personal agents of change within the boundaries of isolated communities.

ii) To organise self help groups within communities.

iii) Technical and material aid to groups and.

iv) Operation of organised and systematic channels of communication and administrations between agencies of technical and material assistance and organised, self help, local community group.

The authors have emphasised that training to agents of change must be in groups and have also laid down criteria for selection. In India this is especially relevant because of the important role they will have to play in community development programme.

A critical analysis.

The authors have made a critical study of the community development programme, its problems and lines for future action suggested.

There has been greater progress in regard to achivement of target atleast on paper and very little effort in penetiating the inner minds of villagers. Evaluation of training programme in early stages was not done and the authors have rightly pointed out the programmes were more looked upon as being of government orgin and direction. There has been little self-perpetuating groups. In the early stages of Community Development programme no systematic attempt was made to discover felt needs of people, but of late greater local group dynamics is becoming evident. The authors have found that V.L.Ws did not succeed in organising local village groups, and this may be due to party politics, group rivalry and caste restrictions. The fact that most of the time of V.L.W. is spent on book keeping has been well brought out, and the work load was heavy covering different subjects. Further as the authors observe they became errand boys of high ups.

The roles of different personnel in the block has been discussed. The authors have suggested reorientation of the programme so that the grass roots may be strengthened. A multiplicity of groups such as of progressive farmers, teachers welfare leaders etc. has been suggested for mobilizing interest and action, but unless greater decentralisation and financial resources are there, it is doubtful whether they will make compact.

The role of technical assistance.

The aim is to set in motion the process of self-generating advance, and this social process depends on human relationships and institutional factors. The need to have sympathy and understanding by the assistance giving personnel in all attitudes and relationship with the receiving countries and its people has been well emphasiced that the Agricultural Scientists, mostly were theoretical lacking field experience is clear from the authors observations, and there is gap between the educated scientists and the cultivators. The need for adult education has been emphasised as also follow through an administration. The authors point out the need for the consultants to adjust to new culture and new social relationships. The analysis is much helpful in the present context of our planned development with the foreign technical assistance.

National Democratic Society.

The authors have analysed the problems faling the building up of democratic society in India in broaden terms such as in cooperatives, public opinions, and in other spheres.

Social relationships need to be developed alongwith the rappert with village people. The authors are sure that India is on way to greater prosperity, but the problems glate cropping up with regard to delicate issues like language are threatening the unity of the country. The leaders need enlightenment and broader vision in the present days and the new generation needs to imbibe this spirit well.

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STUDY PROJECTS

In order to give practical experience and insight into the actual working of the block the group of National Productivity Council Officers was sub divided into four groups. Each group was assigned a study project. During the one month period allotted for this purpose, each group prepared an outline to collect information and to study the various factors connected with the selected projects. Arrangements for field visits and contacts with the block personnel as well as the Sarpanches and other progressive farmers were made to enable each group to collect first hand information from the field. A series of visits were made to the block office and by studying the block records and reports and by contacting the staff of the block, each group was able to prepare the required material for the projects.

The main purpose of these studies has been to help the N.P.C. Probationary Officers to get a comprehensive picture of Extension programmes from a practical point of view. The following are the projects selected:-

1. Agricultural Programme of the block.
2. Study of the structure and functions of the block - an assessment.
3. Village study of Dadupur to assess the change in Agricultural practices.
4. Applied Nutrition Programme of the Nilokheri block.

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STUDY PROJECT

AGRICULTURAL DEVELOPMENT PROGRAMME IN NILOKHERI BLOCK

by

K. Nithyanandan
A.K. Uberai

I. OBJECTIVES

This project work has been taken up with the following objectives.

1. To find out the various programmes undertaken by the block for agricultural development.

2. To study how these programmes are implemented.

3. To find out how for these programmes benefit farmers.

4. The difficulties encountered by the staff in their implementation, and by the farmers in enjoying the benefits of these.

5. To suggest ways and means for improving the developmental activities.

II. METHODOLOGY

The information presented in this report was collected from BDO, AEO, official records, visit to villages and direct interview with farmers. A set of questionnaires were prepared and number of farmers were interviewed.

III. BASIC DATA OF BLOCK

Number of villages	135
Number of Panchayats	86
Total population	1,01,350
Number of families	18,312
Number of farming families	9,314

Number of agriculturists	46,670
Total area of block	71,214 Hectares
Total area sown	44,546 "
Area sown more than once	27,186 "
Irrigated Area of Block	30,216 "
Un-irrigated area of Block	14,330 "
Number of fertilizer Depots	32
Number of seed Depots	10
Number of Tubewell/Pumping set	1,603
Number of wells	1,825
Number of Tractors	109
Average size of holding	
Below 5 acres	2918
5-10 acres	2628
10-15 acres	1981
15-30 acres	762
30-45 acres	572
45-60 acres	419
Above 60 acres	22

IV. AGRICULTURAL DEVELOPMENT PROGRAMMES:

There [illegible] various agricultural development programmes in the block. Their number is continually increasing every year, due to introduction of high yielding varieties and changes in farming technology. The various agricultural development programmes are mentioned in brief hereunder.

1. Distribution of fertilizer and chemicals

The supply of fertilizer is through depots. These depots which are 32 in number are operated on a cooperative basis. To get the fertilizer on credit the VLW has to recommend the need of the far-mer to A.E.O. and B.D.O. finally sanctions. Plant protection chemicals are also supplied to the farmers.

2. Distribution of seeds

The distribution of improved seeds is on no loss no profit basis. In Rabi season, seeds of wheat, gram, barley and in Kharif season, seeds of maize, hybrid maize, bajra and paddy are being distributed for the benefits of farmers.

3. Procurement of seeds

All the seeds meant for distribution are produced by registered growers who exercise enough care to maintain its purity. There are 10 registered seed growers for each crop. They recieve advice and technical guidance from AEO for raising the crop for seed multiplication. The pure seeds are procured by block and in turn distributed to the farmers in the sowing season.

4. Promotion of compost making:

The block staff helps the farmers in digging improved types of compost pits, and demonstrates to the farmers how to make compost. The targets are fixed for VLWs. There is a separate compost inspector for this activity.

5. Green manuring and greenleaf manuring

The AEO supplies the seeds of green manure crops like Dhaincha and Sunny to farmers on 25% subsidised rates. The block staff takes part in "Van Mahotsva" every year in the first week of July. They also participate in plant cuttings of plants in waste lands and road sides which will give green leaf after some years.

6. Distribution of improved implements:

The improved implements are supplied to the block, which in turn sells to the farmers on subsidised rates after demonstrating the use of implements a number of times. This demonstration is done by VLW. The farmers directly witness the performance of all these implements. Then these farmers go to the block office for their purchase. The implements are given

to farmers on subsidised rates which may be 25 to 50% of the actual cost. Improved implements commonly distributed in this manner are: ploughs (Punjab Junior and Senior plough, S.S. Plough, Karnal plough, Meston plough), disc harrow, rabi seed-drill and so on. Plant protection equipments such as sprayers and dusters are also distributed like-wise.

7. Loan facilities for minor irrigation works

Loans are given to the needy farmers for sinking wells, tubewells and installing pumping sets for irrigation purposes. The loan application should go through the VLW from the farmer and at last to the Development Commissioner of the district who sanctions the loan and BDO disburses the amount to the concerned farmer. The amount of loan varies in different cases. The amount repayable period and the extent of holding for different purposes is given in the following table:

Holding size in acres	Irrigation sources for which loan is sanctioned.	Amount in Rs.	Repayable in years
15	Tube-well	4000-6000	10
7	Pumping set	2500-4000	10
Less than 3	Well	1500-2000	15

For electric motor purchase the cash is given and for diesel engine, engine is given in kind.

8. Land reclamation:

The funds are advanced to farmers for construction of pucca channels, nakas on tube-wells and pumping set canals. For reclamation of alkaline soils seeds of daincha and sunny are distributed free of cost to farmers.

9. Crop competition

The block regularly conducts the crop competition among the farmers. There are two competitions in a year each for wheat in Rabi

and paddy in Kharif seasons. There are various stages of this crop competition i.e. state level (one entry from each district), district level (1-2 from each block), block level (10 entries) and village level (10 entries from each village). The winning farmers in the competition are honoured and awarded with prizes in a public ceremony attended by large gathering. This serves as an effective incentive to the farmers and motivates them towards increased agricultural production.

10. Crop cutting experiments

The block staff helps the N.S.S. people in crop cutting experiments. The villagers and farmers are selected at random and the yield in their field is estimated. This experiment is useful in finding the average yield of crop at various levels.

11. Training of farmers:

The farmers are trained in the improved practices under various programmes at different levels. They are taken around to different parts to expose them to new ideas and approaches.

12. Demonstration plots:

The A.E.O. with the help of VLW and the farmer conducts demonstrations in the farmer's field to show the superiority of improved agricultural practices over the prevailing local practices. It is conducted to show the use of fertilizer, improved seeds, pesticides, insecticides, etc. Farmers from the neighbouring villages are shown these demonstration plots and when they are convinced they take to the improved practices. Apart from these, there are 3-5 demonstration centres in each VLW circle. Here the entire area of farmer is taken up for demonstration with different crops and different practices. These centres serve as model farm to the locality.

13. Preparation of production plants:

The VLW prepares [illegible] the farm production plan of individual farmers and finally sends the village production plan to the A.E.O. From all such village production plans the A.E.O. prepares the block production plan, from which it is possible to know the anticipated production of principal crops in the next season.

14. Kitchen gardening:

The A.E.O. and VLW help the farmers in laying out the kitchen garden. Seeds and seedlings of vegetables and fruit trees are given to farmers with necessary advice and guidance.

15. Soil sample analysis:

The A.E.O. with the help of VLW collects the soil samples from farmers field and sends them for analysis to the nearest soil testing laboratory, where the samples are analysed and the results and recommendations are passed on to the farmers.

The A.E.O. alongwith his team of VLW's helps the farmer in all aspects of agricultural activities. The A.E.O. organizes periodical exhibitions and campaigns in which the farmers are benefited.

V. PROGRESS IN AGRICULTURE

Due to implementation of these agricultural development programmes there is considerable progress which can be seen from the following table:

S.No.	Particulars	Situation in 1952	Situation in 1966
1.	Area under cultivation	74510 acres	111365 acres
2.	Irrigated area	36000 "	75540 "
3.	Tube wells	27	1603
4.	Surface wells	1220	1820
5.	Tractors	Nil	105
6.	Fertiliser Depots	Nil	32
7.	Seed Depots	Nil	10
8.	Electrified villages	Nil	69
9.	Fertiliser		
	Amoniam sulphate	212 mds	1650 tons
	Super phosphate	28 mds	321 tons

10 Sprayers	Nil	560
11. Dusters	Nil	290
12. Disc horrows	Nil	800
13. Improved ploughs	Nil	360
14. Demonstration centres	Nil	12
15. Number of farmers trained	Nil	1420
16. Compost prepared	Nil	65000 tons
17. Area under green manure	Nil	7915 acres
18. Plant protection chemicals	Nil	5800 Kg.

VI. <u>DIFFICULTIES ENCOUNTERED IN IMPLEMENTATION OF THESE PROGRAMMES.</u>

Following are the difficulties encountered:

1. Shortage of supply, which is always untimely.

2. Disparities between the Government rates and the market prices.

3. Shortage of funds.

4. Lack of coordination among the Government Departments.

5. Interference by political persons.

6. Extensive area of operation (Jurisdiction more)

7. Unrealistic targets.

8. Lengthy procedures in getting sanction for loan.

9. More of paper work.

10. Lack of incentive to officials.

VII. <u>SUGGESTIONS FOR IMPROVEMENT</u>

Following are the suggestions for improving the programmes:

1. The jurisdiction of A.E.O. should be limited so that he can meet all farmers of his area.

2. Incentive in the form of higher pay chances for higher training and better working conditions for A.E.O. and VLWs.

3. Paper work should be minimised. Clerical assistance should be provided for this purpose.

4. Adequate and timely supply of inputs.

5. More funds should be made available to extend the crédit facilities to more needy farmers.

6. Coordination among government departments .

7. The Government rates for seeds, fertilizer, etc. should be equal to market price, if not less.

8. Targets should be realistic.

9. The non-officials and political persons should not interfere in any way in the working of agricultural programmes.

10. Simplification of the procedure for getting loans thus enabling farmers from the drudgeries of meeting number of officials.

11. The officials should realise that they are here to help the farmers and give due respect to them.

12. The farmer should be recognized and encouraged for his achievements.

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STUDY PROJECT

A STUDY OF DADUPUR VILLAGE

By R.L.Khurana
Ram Prakash &
R.B.S. Naidu.

I. OBJECTIVES:

The study of Dadupur village was conducted from 11th September 1967, with the following objectives.

1. To get acquaintance with the general conditions of the village.

2. To study the changes that have been taking place during the last ten years.

3. To learn how to interview village people.

Keeping in view these objectives the study has been undertaken on the following subjects:
i. Agriculture and Animal Husbandry ii. Village Industries. iii. Health and Sanitation. iv. Education v. Social Welfare. vi. Communication.

II. METHODOLOGY:

A proforma for studying the different aspects of village life has been evolved. Different sections of the population, were interviewed. Secondary information sources such as Panchayat records, V.L.W's records, Block records were consulted. Changes have been measured on the basis of the year in which they have been introduced and their historical perspective.

III. Village Background:

1. The village Dadupur is situated at a distance of 5 miles from Karnal on the National highway on the way to Chandigarh.

2. The village comprises of 90 families with a population of 600. Out of this, 52 families depend on agriculture for their livelyhood. The village population consists of Rods(52 families); Chammars, Harijans and Balmikies (25 familites); Pandits (5 families), Carpenters (4 families); and Kahars (4 families). Number of persons engaged

in Block Samiti carpentary, shoe-maing and government services are 1,2,3 and 5 respectively.

iii. The village has got its own Panchayat, one credit cooperative society, nursery school and one primary school.

IV. FINDINGS OF THE STUDY:

Agriculture and Animal Husbandry:

The total area of village is 763 acres. Baring about 30 acres of land which is totally saline in nature, cultivation is being done in rest of the land. Besides this 30 acres of land, there are fields approximately 40 acres, which have potches of usar land.

1. Crops:-

The main crops grown in Rabi and Kharif seasons are, wheat, sugarcane, maize, paddy, jowar and bajra. During this Kharif season about 60% land is under paddy cultivation. Out of which 2½ acres is under Taichung Native-I and 1/2 acre under IR-8. Besides this the area under Hybrid Maize and Bajra cultivation is 4½ and 2½ acres respectively. The total area under local maize, local jowar and bajra is 75 acres and 45 acres respectively.

Ten years ago people were not aware of any of the improved varieties of these crops. But during 3-4 years number of new high yielding varieties have come up and been adopted by the progressive farmers of this village at an increasing rate.

The hybrid maize was adopted in 1963 for the first time. Similarly Mexican wheat and Taichung Native-I was adopted in the year 1965 and 1966 respectively. So far as sugarcane is concerned the improved variety was introduced in 1964-65.

2. Irrigation:

At present there are 18 tube-wells and 5 persian wheels in working order, which irrigates almost all the area under cultivation except about 60 acres of land which is being irrigated by the canal. Ten years ago the irrigation was done primarily by wells and persian wheels. The land was then not fully utilised due to lack of proper irrigation facilities. Two crops were not possible at that time. That is why a good portion of the land

was then utilized for grazing purposes. People then used to have more animals. But during the last decade more emphasis is given particularly on irrigation facilities. The last three years period were extremely important from this point of view. Almost all the land has not only come under cultivation but people have started growing 2 to 3 crops in a year.

3. Implements:

There were no improved implements except soil turning ploughs with a few farmers in this village ten years ago. Similarly all other implements such as plough, plank, khurpi, spade, sickle, levellers were the indigenous type. By now almost all the farmers have started using soil turning plough(Mould Board plough). Besides this some people have now started using disc harrow, seed drill, seed-cum-fertilizer drill, plankes, roller and chaff-cutter.

At present there are 58 mould board ploughs, one disc harrows, 58 levellers and plankers, 30 rollers, and 30 chaff cutters in the village.

4. Manures and fertilizers

Compost:

At present all families, both farming and non-farming have got one compost pit each of their own for making compost. But ten years ago there were no system of composting at all.

Green Manuring

So far as green manures is concerned it was not the practice ten years back, but at present people have become aware of the usefulness of green manuring and have started the cultivation of green manure crops such as Dainchas, Sunhemp, Cow-pea, etc.

Fertilizers:

Ten years back people were not using fertilizers because they thought that it will injure the field and reduce its fertility.

But during the last decade the people have become more conscious about the usefulness of chemical fertilizers and at present there is hardly any farmer in the village who is not using chemical fertilizers. At times, they do

not get in required quantity.

5. Improved agricultural practices:

Seed Treatment

Before sowing the seeds they are treated with Agroson GN to prevent the virus or seed born diseases. In the case of hybrid seeds, or high yielding seeds they are already getting treated seeds. But ten years back people were not aware of this practices.

Line sowing and line planting:

In the case of progressive farmers, they are using seed-cum-fertilizer drill for sowing the wheat crop. In the case of sugar can they have started to plant the sets in line.

Plant protection

At present plant protection measures are frequently used for various crops. In the case of wheat, soil treatment is done with BHC 10% to protect the crop from the attack of Guzia insect, in the case of potato crop they are using copper fungicides to prevent blight diseases. Where as for paddy crop they are spraying with Endrine and dusting with BHC 10% for preventing shoot borer and gundi bugs respectively. To prevent white ants and shoot borer in sugar can crop BHC 10% and Endrine is used at present respectively. But ten years back people were not aware of these measures.

6. Animal Husbandry

Cattle

According to census report the cattle population of the village is as follows:-

Bulls and Bullocks	- 130
Cows and young stocks	- 207
He buffalos	- 4
She buffalos and young stocks	- 224

Few farmers have now started commercializing their milk and their milk products. This was not the case before ten years.

No farmers were selling the milk as milk products.

7. Poultry farming

In 1964 two families from higher castes have started a poultry farming on a commercial basis. But it could not run for more than one year, since it is considered as an occupation of below the status of the caste of the concerned members. Ten years before when the caste rigidity was more, no one could dare to start poultry farming.

B. VILLAGE INDUSTRIES AND COOPERATION

1. At present they have got one credit cooperative society.

2. The village has got one black-smith, two carpenters and three shoe-makers. Alike past years they are serving the farming communities in their respective fields. There is one shoe-making training centre in which 14 persons are undergoing training. Besides this, the village had one sewing and embroidary centre for the village women run by the social welfare department. Ten years before no such facilities for training these under-previleged section were available.

C. HEALTH AND SANITATION

1. In regard to health and sanitation even though country has progressed during the last decade very much, village Dadupur stands still as it is. A trained midwife is posted in the village for the benefit of the village people. But facilities like maternity homes, dispensary and hospitals is not located in that village and for this the people must depend upon other neighbouring places. For example the nearest maternity centre is situated at Bhaini Khurd which is two miles from the village, and the nearest dispensary is located in the village Tarzori, which is three miles away from the village. The hospital is situated in Karnal which is five miles away from the village.

2. A few cases of Malaria have been noticed in this village because of the stagnant water pools, insufficient drainage facilities and due to number of open compost pits.

3. Some facilities has been provided by digging one pucca well, one hand pump for low caste groups. But sterilized water is not provided for these village people even after number of years. In the village there are eleven other hand-pumps for the benefit of other caste people.

D. EDUCATION

1. Since it is a small village, village people depend upon the neighbouring places, like Shamgarh for middle school and Karnal for Higher Secondary School, which is one mile and 5 miles away from the village Dodupur respectively. However a nursery school and a government primary school is located in this village. The nursery school for the age group of 3 to 6 years is run by the child welfare demonstration project scheme and the primary school is run by the government.

2. At present in the government Bal Wadi i.e. nursery school, 35 children are attending. The nursery is run by a lady teacher who is trained in that line for 11 months in Chandigarh.

3. In the case of government primary school, which is established in 1954, at present 60 students are attending in various classes. Even though still there are another 33 children of school going age, who are not attending the school. The school is run by two trained lady teachers. But decade ago, not much of stress is given on education in that village. And this advancement in education is mainly due to the extension work done by the government agencies.

E. SOCIAL WELFARE:

There is not much of progress regard to social welfare programmes during the last decade except the following things:

1. A separate pucca drinking water well has been constructed for the lower class people of the village.
2. A hand pump also have been installed for these people.

3. A shoe-making training centre have also been established for the benefit of the lower class people.

4. Under special child welfare scheme of the Nilokheri block a nursery school has started for the age group of 3 to 6 years.

F. Communication

1. The village Dodupur is situated at a distance of six miles from the nearest town 3½ miles from the nearest marketing centre, 2 miles from the nearest Railway Station, one mile from the nearest bus stand and 2 miles from the nearest post office. It is connected with national highway.

2. The village is in constant touch with the number of extension agencies such as VLW, block personals, district officers and the staff of the extension education institute, Nilokheri.

3. In addition to this the village roads have also improved during the last decade. Most of the village lanes except two have been paved with bricks and drainage systems.

4. The village panchayat has been provided with a Radio listening set, just to keep the people in contact with the outside world and advancing agriculture. Apart from this there are 5 other Transistor radio sets in the village owned by the village people.

ANALYSIS AND SUGGESTIONS

i) The panchayat is not working satisfacorily. There are lot of improvements which panchayat can bring about towards the welfare of the village say provision of street lights in the village, construction of pucca streets within the boundry of the village, construction of two metalled link roads about 1/6 Km each which link the village with G.T. Road, national highway, provision of pucca drains in the village, etc. Panchayat has got funds in the bank, but due to lack of initiative as well as active working of the forces of power politics within the village stands in its way. It is

therefore suggested that Panchayat Officer of the block may take necessary action in this direction.

2. The village has one credit cooperative society, headed by Mr. Budh Ram but it is not working satisfactorily. They just meet once in a year and distribute the funds whatever they could collect and close the show for the rest of the year. The working of this should be activated.

3. At present there are two kutcha roads 1/6 Km long, and 30 ft wide which link the village with G.T. road. Metalled roads can be constructed there with little labour and inconvience. Funds are also there with the panchayats. Only thing required is initiative and as government is the senior parter in the game of rural development, they should device way and means to get metelled roads constructed there.

Inside the village barring two [illegible] streets, all other are pucca. These should be made pucca.

4. At present there is one community centre in the village. But it is just for name sake. The roof as well as flooring is not in good condition. It requires repairs. What we feel is that panchayat has not taken proper care of it in the past. The community centre should be repaired and it should be seen that it is properly maintained in future.

5. At present there is one radio set provided by the block which is placed in the house of Sarpanch. No proper use of radio is made. It is suggested that loud speakers at three-four street junctions be installed and interesting radio programmes be broadcasted over it.

6. Even after twenty years of our independence, we have seen that still distiction on the basis of caste is prevalent. Low caste people have their own well as well as hand pumps. Something in this direction should be done.

7. At present they do not have any post office in the village. Besides this even letter box
/not is/provided for this village. They have to
/at go to Shamgarh which is/distance of 1/2 mile
to post their letters.

Such facilities should be provided.

8. At present there are no street lights in the village. Panchayats should provide street lights inside the village.

9. A mobile dispensary should be instructed to visit the village at least thrice in a week.

10. There are many pits which are filled in by water during rainy season, water stays there. Mosqueitos breed and diseases break out. To check all these, the panchayat should take steps to fill these pits.

In the field of agriculture, they are quite forward as many farmers have now started adopting new agricultural practices, high yielding varieties, new chemical fertilisers etc. at an increasing rate and much has been done during the past ten years.

In the end it is added that the village people have got the initiative as well as the facilities in terms of money, labour etc. etc. to do most of the developmental plans, but only thing which hinders the progress is the working of power politics. If the group which is in power tries to do some work, then the other group stands in its way so that the group may not become predominant. If there are any work which is to benefit the opposition group, then group in power does not take initiative to do it.

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STUDY PROJECT

COMMUNITY DEVELOPMENT BLOCK NILOKHERI.

J.K. Jain
R.S. Krishnan

OBJECTIVES OF THE STUDY

This attempt is to review the progress made by the Block in various spheres of activities, and the problems confronting the development programmes.

i) To study the organisation, structure, budget and resources of the block.

ii) To review the development activities in various spheres.

iii) To study the Pilot Projects in action,.

iv) To ascertain the views of persons at different levels regarding the activities, problems and suggestions for improvement and

v) To suggest measures for future action.

National Extension Service - Review of progress

The National Extension Service Blocks were launched on 2.10.1953. Each Block covered an area of about 150 sq. miles with 100 villages and 66,000 population. With the 'Democratic Decentralisation' recommended by Balwant Rai Mehta Committee, there is greater devolution of powers at the Block level. The three-tier system suggested has also been implemented and the movement is now complete. Our late Prime Minister called it a 'revolutionary movement' and a recent mission of the United Nations remarked that it is the 'most significant experiment in economic develop-mebt and social improvement in Asia at present time.'

Organisation and structure

The Nilokheri development block is situated in the north-west corner of Karnal district and is renowned for experiment in cooperative working and living. It is a low-lying area and the population mainly consists of Jats, Rors and Gujars. The average life of an villager is full of toil, but he wears a contented look and his wants are few which are easily satisfied. The people are very supersitious. Every clan is exogamous - while everyman must marry into his own tribe, no man can marry into his clan. The Jats are good cultivators, while the Gujars

are a notorious thieving tribe. The Rors are also good cultivators but are more peaceful and less grasping in their habits. The basic data about the Block is given in Appendix I.

The Block was inaugurated on October 2, 1952 and comprised 135 villages covering an area of 1,57,872 acres or 246.83 sq.miles with a population of 76,000. The conditions at that time were so unsatisfactory that the District Gazetter remarked that the occupation of inhabitants were 'Cattle Grazing and Cattle lifting'. There were only 9 Primary Schools, 2 middle schools, no high school, 3 Cooperative societies, one civil dispensary, one veterinary hospital and no village was electrified. There were no pucca roads and means of conveyance, but with the progress of the block there has been an all round improvement. The progress can be judged from the fact that there are now 103 primary schools, 164 cooperative societies, 2 civil hospitals, 3 ayurvedi/unani dispensaries, one artificial insemination centre with 6 key village centres, 44 electrified villages and 307 tubewells.

The organisational set up for the block is as follows:

Panchayat Samiti
with 86 Panchayats.

Chairman

Vice Chairman

Block Development and Panchayat Officer
with supporting staff

Subject matter specialists

Village Level Worker
Gramsevika

Budget, Resources and Committees of the Block

The Budget estimates are worked out each year and submitted to the Zila Parishad for approval. The budget estimates for 1967-68 are as follows:

Receipts

Grants from C.D.Department

	Rs.
Agriculture & Animal Husbandry	16,000/-
Irrigation & Reclamation	1,000/-
Health & Rural Sanitation.	8,000/-
Education	8,000/-
Social Education	8,000/-
Communication	8,000/-
Rural arts and crafts	2,500/-
Other departments	
Health	1,000/-
Education	20,000/-
Applied Nutrition programme.	500/-
Adhoc grant from government.	3,500/-
Local rate	40,000/-
Professional tax and other taxes.	67,000/-
Income of poultry and piggery unit.	20,000/-
Collection from Panchayats.	
Pay of Panchayat Secretaries	
Tournaments.	
Instalments of Rural Arts & works loan.	25,000/-
Income of cattle products.	500/-
Rural works loan and grant to Panchayat Samiti,	40,000/-
Reimbursement of flight charges of milk scheme.	5,000/-
Income of weaving centre.	500/-
Investment in National Plan certificates.	20,000/-
Total:	Rs.3,14,600/-

Expenditure

I.C..D.Scheme

	Rs.
Agriculture & A.husbandry	16,000/-
Unspent	15,920/-
Irrigation & Reclamation	1,000/-
Unspent balance	3,215/-
Health and Rural Sanitation	8,000/-
Unspent balances.	15,435/-
Education	8,000/-
Social education	8,000/-
Unspent balances.	4,624/-
Communications	8,000/-
Unspent balance	7,435/-
Rural arts & crafts	2,500/-
Unspent balance	500/-
Other departments	
Health department	100/-
Unspent balance	100/-
Education	2000/-
Applied N.Programme.	4,500/-
Establishment charges	1,500/-
Allowances.	3,000/-
Contengencies	5,000/-
Poultry unit	2,000/-
Pay of P/Secretaries	2,000/-
Tournaments.	2,130/-
Maintenance of building	2,000/-
Audit fee	2,500/-
Payment of loans and interest.	4,000/-
Cattle Purchase	5,000/-
Milk scheme	5,000/-
Share of PRP workers.	1,500/-
Rural works loan	40,000/-
Unspent	31,000/-
Share of P.dispensaries	4,700/-
National S.Certificate	20,000/-
Donation:	10,000/-
Total:	3,53,094/-.

The Panchayat Samiti consists of members from Panchayats and two are elected by the Cooperatives. One representative comes from marketing committee and the total number of members is 19. Harijans and ladies are coopted, if not elected. These members elect the Chairman and the Vice-Chairman. The resources of the Committee mainly consists of grant from government, house tax, professional tax, cycle tax and Mela tax.

Three Committees look after the affairs of the Block and they are:-

Standing Committee No.1.

. Finance, Resources and Taxation Committee.

The Chairman presides over the Committee and it frames policies on finance, budget allocation and taxation proposals. Minimum number of members is five and the maximum is not limited.

Standing Committee No.2. Agriculture:

Usually the Vice-chairman presides over this Committee which prepares schemes and looks after the implementation of the programme.

Standing Committee No.3: Health, sanitation, communication and education.

Based on budget allocation, the committee prepares schemes on the subject and watches the progress of implementation.

ACTIVITIES OF THE BLOCK

a) Agriculture

The main emphasis in the block programme is on agriculture. There are 420 depots of distribution of improved seeds and fertilizers. To augment agricultural production 12,914 improved implements, 4,96,497 maunds of improved seeds of different crops including high yielding varieites seeds of paddy, wheat and maize and 82,834 maunds of fertilizers have been distributed. All these data relate to December, 1966 since inception of the programme. 15,875 compost pits have been dug. Under the development of fruit cultivation and soil conservation programme, 27,358 and 31,704 fruit and other trees respectively have been transplanted. To protect crops and plants against various diseases, insects, pests and rodents, special efforts have been made and 5,61,698 acres of area has been derated, 4185 jackals killed. For spraying and dusting of insecticides 66 dusting pumps and 8 rotary dusters have been supplied to the Panchayats. Another important activity of the block is to make provision of water for agriculture. Under this scheme an additional area of 13640 acres have been brought under irrigation by sinking 411 wells, installing 113 pumping sets and 77 tubewells. Most of the block area was covered with dense jungle, with the persuation of block staff

and financial aid from the project, the people so far have reclaimed an area of 26,243 acres. It is a unique achievement as almost 1/6th of the total area has been brought under cultivation and thus block has contributed well in increasing agricultural production. The targets and achievements are given on appendix II.

b) Animal husbandry

The veterinary hospital at block headquarters is for the propheletic and curative measures against various diseases. So far 53,920,79 cattles have been inoculated and vaccinated for the control of severe diseases; such as rinder pests, block quarters, foot and mouth and H.S. disease. In addition to this 22 veterinary first aid boxes have been provided to render immediate assistance to the villagers. In order to improve local breed of milch animals, 60 Hariana cow bull, 11 Murrah Buffalows and 29 locally approved bulls have been supplied. Four villages of this block have been brought under "key-village scheme" to improve the condition of cattle. Since the inception of "Extension of poultry farming scheme", poultry farming is growing in popularity and small scale poultry farms are springing up in large numbers. So far 3,445 birds and 3,900 eggs of R.I.R. breed have been distributed in the villages of the block on 50% concession.

c) Rural health and sanitation

To supply pure water to the block residents, 86 new drinking water wells and 187 old have been constructed and renovated. In order to improve drainage system, 78,266 yards of drains have been constructed and 36 Panchayats of this block have made regular arrangements for the cleanliness of drains and streets. In order to improve the method of cooking and reduce eye disease, 2538 smokeless chimneys have been installed in the houses. 2986 houses have been provided ventilators and 54 Community latrines have been constructed. To provide better medical facilities, village tarauri dispensary has been expanded and two Ayurvedic-unani dispensaries in the block have, now been housed in proper buildings. Under the Maternity and child welfare scheme, 163 indigenous Dais (Midwives) have been trained and equipped with Dai-kits and 13 sub-maternity and child welfare centres have been set up to check preventible deaths and to build health of the nation by safeguarding the health of the children. The work of these centres is supervised by the Lady Health Visitor and Lady Doctor. Medical van visits the villages and the needy are provided with medical facilities at the spot.

d) Education: Another main activity of the block is to make provision of compulsory and free education at the elementary stage and provision of high and middle schools. In this regard

block had made tremendous success. People have shown keen interest in the education of their children and at present there are 115 Primary schools, 12 middle and 4 high schools, while till 1952 block was haiting only 9 primary schools, 6 lower middle schools and only one high school. 72 New School buildings have been constructed and 7 are under construction till December, 1966, since the inception of the programme.

e) Social education: Material and spiritual development must go side by side. Mere material progress with clean houses and streets will not spell progress. Ultimately it is the spirit of the man which counts. For this forty-five reading room-cum-community recreation centres have been set up so far. 151 Adult education centre have been run and 2404 adults get their instructions from these centres. Fourty sets of follow-up literature have been distributed amongst adults. 98 sports-young farmer's clubs and 18 dramatic clubs and bhajan mandals have been organized. Apart from these under this programme 27 womens organisation and 50 balwadies have been set up in the block.

f) Cooperative societies: In October, 1952 there were only 22 Cooperative Societies out of which only 13 had credit facilities But now there are 234 Cooperative Societies functioning with a membership of 10,736. The sale of fertilisers, improved seeds and improved implements has also been entrused to the Cooperative Societies to make this scheme more successful.

g) Communication: In order to open up the interior of the block a 14 miles long road has been installed. An earth work to the extent of 25 lacks c.ft. on Nilokheri Karsa road has been completed by voluntary labour of the people. Campaigns have been launched to raise the level of the village roads and so far 278 miles (till December, 1966) of these roads level have been raised through voluntary efforts and 181 culverts have been built on these roads. Approach roads of villages Amin, Taroari and Butana have been metalled. Under Rural works Programme Jamba, Kirmach road is under construction.

g) Rural arts, crafts and industries: In the initial stages of the project, the programme under this head did not make any headway but later on training-cum-production centres and 26 Soap making centres were started and 246 persons were trained in soap making. Shoe making training has been imparted at 9 places and 92 persons have been better skilled in the shoe making art.

h) Panchayats: In all development activities the village Panchayats have played a dominent role. All the activities for the development at the village level are carried out with effective help of the Panchayats. All villages have been covered with such statutory bodies.

i) People's participation: Block has got voluntary willing and enthusiastic participation of the people in its programme. The public has in all contributed Rs.16,36,000/- in the form of cash, kind and labour for the construction of culverts, bridges, school buildings and Panchayat ghars, pavement of streets and for renovation of wells.

PILOT PROJECTS

a) Pilot Project for Joint farming: In order to encourage the farmers to adopt improved practices of cultivation and take to mechanized farming 8 cooperative Joint Farming Societies have been organised under this scheme. It has been found that these societies installed tubewells, purchased tractors, constructed seed stores and adopted all the recommended practices by the Agricultural Department, as a result of which the members earned more profits.

b) Pilot project for the utilisation of the Rural Man-power: Several schemes like Poultry and Piggery unit of Panchayat Samiti, one sub-unit of Panchayat Kirmach, Community Orchards at Kirmach and Bhadson and a number of fisheries pond were taken up during the year of 1963-64 to provide employment to the unskilled labour. A six Km. long metalled road from Jamba to Kirmach has also been constructed out of these funds assigned under this project.

c) Child Welfare Demonstration projects: This project is unique of its kind in the State, financed by the Ministry of Education in the year 1962-63. It is intended to provide integrated services to the 40,000 children in the field of Health, Education, Nutrition and Recreation. Under the CARE supply scheme midday meals and meals are being supplied amongst the children of the Nursery and Primary schools of this block. Books, stationery and uniforms are being supplied to the poor and deserving children, so that they can persue their studies.

d) Applied Nutrition Programme: This programme was launched on 14th November, 1963, under which nursing and expectant mothers and children of 3 to 5 years would be served wholesome meals out of the income of kitchen gardens taken up under the Rural Works Programme and UNICEF assistance.

REACTIONS OF FARMERS AND LOCAL LEADERS

The views of persons at different levels in the village of Jhanjhari were had through personal interviews about the block activities and programmes. The views presented below point out the deficiencies and good work done by the work and suggestions for improvement have also been made by them.

The farmer is of opinion that the principles of the programme are good but the small cultivators like him have not

benefitted. Drainage is the most important problem to be tackled by the block and he suggests top priority for supply of inputs. Panchayat is almost defunct with group rivalries and politics and is running in deficit. The Agricultural Inspectors seldom visit the village as also A.D.O. He wants credit for tubewells and subsidy for fertilizers, pesticides etc. He wants greater financial help from Government and wants especially a pucca school and dispensary in the village.

Sarpanch's view: He feels that the Grants are meagre and that the big farmers only get inputs. The village got grants for construction of open wells as also for starting Youth Clubs and Mahila Mandals. The Mahila Mandal is almost ineffective because of lack of guidance from block staff. Health programmes are not effective and the concerned block does not visit the village at all. Women's welfare activities are little and he also suggested top priority for drainage works.

The Chairman of the Panchayat Samiti feels that the party politics hampers progress and wants the B.D.P.O. directly under him. Planning should from bottom and he feels that the block staff should be directly under Samiti so that there is coordination. He feels that the attitude of B.D.P.O. is not satisfactory and the confidential report written by the Chairman is invariably vetoed by higher authorities. Therefore, he suggests complete authority for Chairman. He feels that the posts of V.L.Ws are superfluous as also that of B.D.P.O. in order that the administration be streamlined. He suggests formation of Tehsil Samities for economy and favours increase in the number of Agricultural Extension Officers. People's participation should be greater and the democratic decentralisation should really be put into action. He wants corruption to be rooted and inputs given in time. Top priority should be given to Agriculture and more funds provided for credit.

ANALYSIS AND SUGGESTIONS

The foregoing observations point out the fact that the block has made considerable progress in all spheres of activities. There are shortcomings in the programme such as inadequate resources which should be overcome by mobilisation of rural manpower and material resources. There is need for greater coordination among the block activities and in order to initiate and guide villagers. The block staff need to imbibe a spirit of dedicated service. The Agricultural activities have been satisfactory, but the sanitation and drainage problems remain to be settled, Even the Panchayat Samiti should be consituted by indirect elections from the village panchayats, and powers decentralized. Share of taxes due to Panchayat Samiti be increased, as also grants-in-aid on matching basis with due regard to the economic backwardness. The B.D.P.O. should work directly under the Chairman and the

number of Agricultural workers increased. The budget of village panchayat should be approved by Panchayat Samiti and that of Panchayat Samiti by Zilla Parishad. The area of Gramsevak be reduced, and the staff given inservice training at intervals of 5 years. The B.D.P.O. should be an Agricultural Graduate and recruited directly and then given the necessary training. Women's welfare activities need to be strengthened and courses organised for them such as Embrodiery, knitting etc. Workshops for repair of implements should be started in rural areas and the village panchayats encouraged to plant fuel and timber trees. Minor irrigation works needs to be intensified and water conserved to facilitate double cropping. With regard to credit, they should be advanced based on credit worthiness than on property. Interest rates should be reduced and the credit should be given in time. Village leaders should be enlisted in all programmes and circulating libraries started to provide literate people with text books and literature.

These suggestions depend to a large extent on the initiative of the Samiti and its resources. There are many more which can be suggested for improvement of the programme but the block would do well to provide rural people with basic amenities of life. Once self-help process is started, the programme is bound to succeed in future.

CONCLUSIONS

In conclusion it can be said that in spite of various shortcomings the block seems to have a good record activities. The various pilot projects in operation testify to this fact and if atleast some of the suggestions are put into effect, there is bound to be results of high order. Local peoples' participation and cooperative attitude with necessary coordination will help the block in overcoming difficulties and reaching the necessary targets.

.. ..

APPENDIX I

BASIC DATA ABOUT NILOKHERI BLOCK

1. Number of villages	..	135
2. Number of Panchayats	..	86
3. Total population of the block	..	1,01,350
4. Total number of families	..	18,312.
5. Number of farming families	..	9,314
6. Total area of the block	..	71,214 Hectares.
7. Total area sown		44,546 "
8. Area sown more than once	..	27,186 "
9. Irrigated area of block	..	30,216 "
10. Un-irrigated area of the block	..	14,330 "
11. Number of fertilizer depots	..	32
12. Number of seed depots		10
13. Number of tubewells/pumping sets	..	1,603
14. Number of wells		1,825
15. Area under high yielding varieties	..	1,748 acres.
16. Number of tubewells unenergised	..	117
17. Number of tractors		95
18. Seed distribution of high yielding varieties.		
a) Lerma Rojo imported		156 qtls.
b) Lerma rojo registered		76 "
c) Sonora 64		128 "
d) Sonora 64 through natural speed		352 "
e) C 306		615 "
f) C 272		58 "
g) C 281		29 "

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APPENDIX II

Physical and financial targets and achievements of Nilokheri Block from 1.4.1966 todate.

Item of work	Financial target (Rs.)	Achievement (Rs.)
C.D.budget	9,600/-	
Minor irrigation tubewells and pumpsets.	2,50,000/-	2,50,000/-
Wells.	6,000/-	-
Subsidy of Green manure.	3,000/-	750/-
Subsidy of cotton seed.	140/-	140/-
Subsidy on improved implements.	2,000/-	2,000/-
Reclamation	3,000/-	-

Physical targets and achievements.

Distribution of fertilizers:

Nitrogenous	2700 tons	1057 tons.
Phosphatic	450 "	312 "
Potash	30 "	35 "

Distribution of improved seeds:

Paddy	350 qtls.	350 qtls.
Cotton	12 "	10 "
Hybrid maize	5 "	13.4 qtls.
Taichung Native-I.	-	47.3 "
Daincha	200 "	155 "
Wheat	-	
C 306	-	615 qtls.
C 273	-	58 "
C 281	-	29 "

Distribution of implements:

Agriculture department(plough)	130	150
Disc harrows	-	47

Demonstration centres and plots:	14/100	14/100
Compost pits dug	4000	1327
Compost prepared	50,000 tons.	48,637 tons.
Area under Green manuring	6,000 acres.	7,915 acres.
Plant Protection works:		
a) Eradication of Pohli and rats.	All area	92,146 acres.
b) BHC 10% supply	-	3,300 Kg.
c) DDT 5% supply	-	210 Kg.
d) Parathion 50%	-	5 litres.
e) Streptocycline	-	5 Kg.
f) Endrin 20%	-	28 litres.
g) Zinc phosphide	-	90 Kg.
Planting seedling:		
Timbers	-	23,915.
Fruit plants	-	6647.
Agricultural Training camps:.		
No. of camps organised.	30	32.
No. of farmers trained.	-	1718.
Farm Plans.		
No. of crop plans prepared.	750.	750.
No. of Crop plans followed up.	750.	750.

.. ..

STUDY PROJECT

APPLIED NUTRITION PROGRAMME IN NILOKHERI BLOCK (HARYANA STATE)

By
Durgesh Narain and
K.S. Warrier.

I. OBJECTIVE:

The objective of this study is to go into the working of the scheme, its achievements, drawbacks and the impact made by the programme in the Nilokheri Block. The observations of the study is made use of for making suggestions for the effective implementation of the programme in future.

II. METHODS ADOPTED:

The data and details of this study are obtained by:

i. Direct talk with the Block staff and villagers on the implementation of the Applied Nutrition Programme.

ii. By going through the non-confidential types of reports in the Block H.Q.

iii. Through interview method using questionnaire The Block staff and villagers were contacted for collecting the reports.

iv. Details from the reports like a) subsidiary plan of operations No.8 (Punjab) to the Master Plan of operations for an Applied Nutrition Programme in India, dated 25th August 1964 b) Applied Nutrition Programme in India - United Nations Children's Fund dated 26th May,1964. C). Applied Nutrition Programme in Haryana State by Dr. Ram Das 1967.

III. APPLIED NUTRITION PROGRAMME IN INDIA:

Ours is an Agrarian country and consist the majority of population in villages with poverty and ignorance about the balanced and nutritive diet especially of the mothers and young children. A constructive attempt was made at Orissa in the year 1957 for finding the possibility of solving this problem at the initial stage. The idea was mooted to develop a programme that enables the peasents to produce more of the essential protective goods for themselves, as well as attaining a higher

economic level.

The Applied Nutrition Programme came out with a concrete aim of assisting the Indian folks in the practical knowledge of the application of the nutritionist's recommendations for needy expectant and nursing mothers, as also the pre-school children. This programme became soon popular in Andhra Pradesh, Uttar Pradesh and Madras.

The A.N.P. has a three-fold approach to the problem concerning nutrition that is training , production and consumption. The training is to educate the people involved in this work about the nature of these problems and training them to meet this end successfully. The production aspects initiates helping the villagers to increase the production of nutritious food. The last approach is the consumption by the villagers themselves of the protective food.

The signing of the All India Plan of operations with the UNICEF , FAO and WHO on February 28th, 1963 brought the ANP officially into our country. The programme is strongly supported by the Central Government, through the Ministry of Food and Agriculture, Community Development & Cooperation and is implemented in all the stages.

The call of the nation is to bring about a change in the food habits of the masses as well as to include a balanced diet. The diet of a poor man is deficient in proteins and heavy in cereals. The result of the diet survey undertaken at the instance of Indian Council of Medical Research during the period 1935 to 1948 and later are the evidence of this situation:-

Classes of food stuff:	Recommendations intake (oz.)	Actual average intake (oz.)
Cereals	14.0	16.6
Pulses	3.0	2.3
Leafy vegetables	4.0	0.9

Other vegetables.	6.0	4.1
Ghee and Vegetable oil.	2.0	0.9
Milk and milk products.	10.0	3.3
Meats, fish and eggs.	4.0	0.9
Fruits and nuts.	3.0	0.6
Sugar and Jaggery.	2.0	0.7
Condiments.	-	0.4

There had been production of subsidiary foods, e.g. fish, pultry, milk, meat, fruits and vegetables etc., as an integral part of the programme on agricultural production in our five-Year Plans. The definite targets for additional production have been fixed, as given below:-

	First plan 1951-56	Section plan 1956-61	Third plan 1961-66
	(Million Tons)		
Food grains	65	80.5	100
Fruits and vegetables	0.02	0.04	0.1
Milk	17	21	26
Fish	1	1.4	1.8

During the first two five year Plans no concrete work was done in this direction to improve nutrition and change the food habits by creating awareness among the masses about this problem. It was for the first time in the Third Five Year Plan (1961-66) that a solid approach on the nutrition problem was made. Following is the extract of the Plan document: - " At the present stage of development the programme for improving nutrition falls broadly under two heads, namely; education of the public and of various groups of workers in Nutrition, and measures to meet the nutritional requirements of Vulnerable groups within this Community. Information and guidance about nutrition, about conserving the nutritive elements in food and avoiding wrong uses and wastage, should be made widely available through demonstrations and the work of

voluntary organizations and Mahila Mandals in the villages as a part of the Community Development programme. At the same time, groups such as doctors, nurses, Health Visitors, School Teachers and others should receive special short-term training in Nutrition. Among the the vulnerable groups, those preparing the greatest attention are expectant and nursing mothers, infants, pre-school children and school children., specially in the lower age group."

The AN Programme is assisted by International Organizations like the UNICEF, FAO and WHO on a significant scale to develop this programme of nutrition education in all its three aspects.

Objectives.

(a) To develop progressively a coordinated and comprehensive national programme of education and training in applied nutrition and its related subjects, with the object of establishing and effect field service to improve local diets through the production preservation and use of protective foods.

(b) To ensure effective utilization of these protective foods by pregnent and nursing women and pre-school and school children.

(c) To provide progressively the facilities for training or Orientation of tutorial staff required for the educational institutions and training centres participating in this programme as well as for training the managerial and supervisory personnel to be engaged in the various fields of this programme.

(d) To upgrade and extend facilities for training in Nutrition for selected groups of personnel engaged in the Community Development Programme.

(e) To assist the Extension of the Applied Nutrition Programme in the Community Development Blocks, the blocks are attached to the training Institutions in the vicinity for demonstration and training purposes.

(F) To promote through demonstrations and education the sound and hygenic practices for production, reservation and use of protective foods among the villages.

training Institute
At the selected/for example Rural Extension Training Centres, facilities for the presentation of practical courses in poultry management, dairying, fisheries (Inland and marine) , horticulture and Home Science and in teaching of applied human nutrition where undertaken as a first phase.

At Agricultural and Veterinary and Home Science Colleges, suitable health Institutions and other training Institutions facilities for training in applied nutrition are issued of a second phase.

The present ANP developed in the country was preceeded by an Expanded nutrition programme, started in the State of Orissa, Andhra Pradesh and Uttar Pradesh. In Orissa, the programme was initiated in 1960 in 320 selected villages in 32 Community Development Blocks with a population of 120,000. The programme in the State of Andhra Pradesh was put on the ground in 1961 and covered 200villages in 20 community development blocks. In Uttar Pradesh the programme was implemented in 1962 covering 80 villages in 40 Blocks located in the two contiguous Districts of Basti and Gorakhpur with a population of 60000,000.

IV. NILOKHERI BLOCK:

Nilokheri Block is about 639.6 square kilometers in area. It has a population of 109382 persons. The Block consists of 135 villages in 86 Gram Panchayats. The Block Head Quarters is situated at a distance of 17 kilometers from Karnal which is its district and head-quarters. In this Block there are . 4 Higher Secondary Schools and 12 Junior high school , 164 cooperatives, 2 Civil hospitals and 6 key village centres. 44 villages are electrified. The Community Development Programme was introduced in this Block on 2nd October,1952. The Block was selected for Intensive Agricultural Area Programme it is now an IADP area.

The Applied Nutrition Programme was launched on 14th November,1963 in this Block at Nilokheri village by the then Chief Minister of Punjab. This Nilokheri Block which is now in the Haryana State was one of the 19 Blocks selected for the implementation of the ANP in the Punjab State. In the initial stage only 5 villages were taken-up for the implementation of this programme. Later the other villages were also covered by taking them into the programme. Now 10 villages in this

Block are specially selected for the implementation of the works connected with this programme intensively.

The objective of the ANP is to find ways and means of assisting villages to reach a higher economic level and that the same time to provide them with the type of food that would improve physical and mental health. To achieve this purpose nursing and expectant mothers and children from 3 to 5 years are to be fed with wholesome meals. In order to intensify the work , a pilot project for the utilization of Rural manpower has also been sanctioned. UNICEF is giving assistance to these efforts by supplying equipments used in the poultry and piggery units, Community Gardens, and Development of Fisheries etc. In all these cases there is a condition that 5% of production will be supplied free to children and nursing mothers.

This block is attached to Haryana State Community Development Centre, Nilokheri for conducting training of the Block Development Officer, other Officers and non-officials.

The officials at the State level for the implementation of this programme are the State Nutrition Officers, the Medical Officer (Nutrition), State Horticulture Development Officer and the Deputy Director (Fishery). Technical Expert(Poultry), The Deputy Inspector of Schools(Horticulure) and the Lady Home Economist are also the officials involved in this programme. The Commissioner, Agricultural Production and Rural Development is the Chairman of the Coordination Committee and the heads of agriculture , Animal Husbandry, Fisheries , Education and Social Welfare Departments are its members.

The decisions regarding the working of the programme at the Block Level are made by a committee which consists of summary, education and Health Officials and non-officials. One Gramsevak and Gramsevika have been posted, to organize the Mahila Mandals/Youth clubs through whom the distributions are to be carried out. The scheme also provides training facilities to non-officials like Panchayat Samiti members, Panchs, Members of Mahila Mandals/ Youth Clubs etc. who will assist the working of the scheme by voluntary assistance. The Extension Officer for Agriculture and Animal Husbandry are given the responsibility of giving guidance to the working of the schemes in their respective fields.

The Panchayat Extension Officer assists in co-ordinating the Panchayats. The Block Development Officer is an overall incharge of the scheme at the block level. All officers involved in the programme are specially trained personnels for the implementation of this scheme.

The programme tries to tackle the malnutrition problems in the villages through 3 phases of 1) Production , 2) Consumption and 3) Education. The production phase tried to increase the development of Poultry, Fishery, Piggery, Vegetable and Fruit Plant cultivation etc. The aspect of consumption helps the villagers in the know-how of the preparation of the wholesome food. The training aspects helps to educate the selected members as well as the villagers in the technical aspects of cooking, poultry, piggery, fishery, vegetable and fruit growing. There is also one free milk feeding programme.

V. FINDINGS AND ANALYSIS:

The achievements made by the Applied Nutrition Programme are discussed below:

i. Food Production.

A. Poultry and Egg Production:

Poultry units of following size have been established.

10 to 100 birds :- 10 units.

100 to 200 birds :- 4 units.

About 500 birds :- 2 units.

The Poultry-cum-Piggery unit at Nilokheri was started by the Panchayat Samiti, Nilokheri with Government assistance in the form of grant-in-aid and loan. Similarly a sub-unit of Poultry has been established at village Kirmach. The details of the working of the Poultry-cum-Piggery unit at Nilokheri may be seen in table I, II and III .

By analysing the achievements under Poultry it can be seen that poultry is becoming common. But the villagers are feeling difficulty in getting veterinary help to eradicate the poultry diseases.

TABLE NO: I.

Poultry and Piggery Unit, Nilokheri.
(Quarterly report from April 1 to June 30th, 1967).

...

1.	No. of eggs produced ...	8585
2.	Percentage of eggs production ..	45
3.	No. of chicks hatched ..	2109
4.	Percentage of chicks hatched ..	73
5.	No. of birds sold for breeding ..	1022
6.	No. of birds sold for table ..	82
7.	No. of eggs sold for hatching ..	nil
8.	No. of private eggs received for hatching.	433
9.	No. of eggs sold for table.	6708
10.	No. of private chicks hatched.	1903
11.	Percentage of hatchability of private chicks.	59
12.	Result demonstration of Vaccination performed.	1205
13.	Foul Pose vaccination.	1411
14.	No. of birds beaked: in centre. 200 ; private. 611 ;	
15.	No. of birds culled; in centre. 1073 private nil.	
16.	Quantity of layers - feed sold (by Punjab Poultry Corporation)	nil.
17.	Quantity of chicks feed sold (by Punjab Poultry Corporation)	nil.
18.	No. of persons trained.	nil.

Table No: II

POULTRY-CUM-PIGGERY UNIT, NILOKHERI(Details from November 1963 to April,1967).

Total number of chicks produced - 16457
Total no. of chicks sold for breeding .... - 6887

Record of chicks.

Year.	Actual production.	Supplied for breeding.	No. of chicks sold.	Year.	Eggs prod.	Set of incubators	Sold for Table.	Given to ANP	Total
1964	10631	5448	436	1963	-	-	-	-	-
1965	2705	289	436	1964	42680	16380	25141	-	41521
1966	722	3	1595	1965	51587	-	21827	1354	53181
1967	2399	1147	1	1966	33620	1344	32017	260	33621

TABLE NO: III

List of Poultry Equipments supplied by UNICEF to Nilokheri Block

1. Incubator	...	3
2. Egg tester	...	2
3. Stepdown transformer	...	1
4. Feed mixer	...	1
5. Sexing matching	...	1
6. Grinder	...	1
7. Platform weighing scale	...	1
8. Scalder	...	1
9. Feather plucher	...	1
10. Egg grader	...	1
11. Debeaker	...	1
12. Egg room cooler	...	1
13. Freezing chest	...	1
14. Generator	...	1
15. Egg candler	...	1
16. Brooders Electrical-8 Kerosine oil -2	...	10

...

They also feel difficulty in getting standardised feed ration for their birds. There is also a little hesitation among the people to adopt practices like poultry keeping.

B. Fisheries Development Scheme:

This scheme was started with the objectives of producing fish for human consumption, changing the food habits, for getting the nutritive food, for getting extra income for Grampanchayats, for utilizing the ponds, and to utilize inland flood water. This programme was started under ANP in this block in the year 1964. Five ponds at Nilokheri, Butana, Pujam, Karsa, Kirmich and Kheri-Mansingh and Shamgarh were selected. 50 percent of loan and 50 percent of grants were given to the Panchayats for the implementation of this unit. Including the above units a total of one Block Unit and five village Units have been set-up so far. A total of three hectare have been stocked with fish and 9400 finger-lings have been supplied. The programme under fishery development scheme is dealt in table No: IV, V & VI.

It can be seen from the data that the progress under this scheme is not satisfactory. The production from these units are comparatively nil. Three units have not yet been stocked with fish. The units have not yet started in giving income. It was noticed during the study that this scheme lack common interest among the villagers. People also do not like to adopt such professions and also they are hesitant to change their food habits.

C. Horticulture:

1) Community Gardens:

These gardens are established for the increased production of fruit and vegetables of high nutritive value. The lands are provided by the Gram Panchayats and its maintenance is also done by them in collaboration with the Panchayat Samiti concerned. The gardens will also produce saplings and vegetable seeds and seedlings to be provided to the school and kitchen garden. They will also supply an agreed proportion of fruit and vegetables from the garden for the additional demonstration feeding programmes. The profits of these gardens will go up to its further expansion programmes.

TABLE NO: IV:

PISCICULTURE PROGRAMME IN NILOKHERI BLOCK

Sr. no;	Place of pond & area(acres).	Renovated or not.	Amount given. (Rs.)	Stocked or not.	Year	No.of finger-lings supplied.	Fish produ-ced.	Fish supplied for feed-ing.(Kg.)	Income.	Amount utili-zed. (Rs.)	Remarks
1.	Nilokheri 1/½	/Yes	3500	Yes	1965	2000	-	4	-	2500	-
2.	Butana. 1	-	2500	Yes	1966	2400	-	-	-	1000	Embezzelment reported.
3.	Pujam. 2	Yes	2200	yes	1966	3000	-	-	-	2200	
4.	Karsa 1	Yes	1600	yes	1965	2000	-	-	-	1250	
5.	Kirmach. 2	Yes	2500	-	-	-	-	-	-	2500	Embezzelment reported.
6.	Kheriman Singh 1	-	2500	-	-	-	-	-	-	-	
7.	Shamgarh 1	50%	2500	-	-	-	-	-	-	1296	
Total:	9½	4	17300	4	-	9400	-	4 KG	10756		

TABLE NO: V

FISHERIES DEVELOPMENT PROGRAMME, NILOKHERI BLOCK:

	Butana	Kher man Singh	Pujam	Nilokheri	Karsa	Shamgarh	Kirmach.
1. Deepening	-	-	-	Yes	Yes	-	-
2. Inlet/outlets.	-	-	-	Yes	Yes	-	-
3. Shapening (embankment).	-	-	-	-	-	-	-
4. Plantation of trees on embankment.	-	-	-	Yes	Yes	-	-
5. Weed control.	-	-	-	Yes	Yes	-	-
6. Predators control.	Yes	-	-	Yes	-	-	-
7. Manuring.	-	-	Yes	Yes	Yes	-	-
8. Funds for innovations (expenditure). Rs.	-	-	200/-	2751.87	1002/-	-	806/-
9. Water supply canal/ tube-well.	-	-	-	T.Well.	Canal	-	-
10. Area in acres.	1.	1	1	1½	1½	1	1
11. Fish seed needed. (number).	-	-	-	-	3000	-	-
12. Fish yield (Lbs.)	-	-	-	-	-	-	-
13. Auction money.	-	-	-	-	-	-	-
14. Percentage of deposit with BDO for feeding.	-	-	-	-	-	-	-

(Contd.).

15. Fish supplied for feeding.	- - - - - - -
16. Local demand for fish.	- - - - - - -
17. Local nearest market prices.	Rupees 3.50 per Kg.
18. Training officials and non-officials.	4 VLWs and 2 non-officials.
19. No. of films shown by Central Units.	Nil
20. No., name, date of places of makes.	Nil
21. Utilization of pamphlets distributed.	Nil
22. Utilization of nets.	Distributed amongst VLWs for propaganda.
a. Drag net.	Nil
b. Gil net.	Nil
c. Cast net.	Nil
23. Method of storage and preservation of nets.	Preserved in iron trunks.
24. Visit of fisheries Officer with date and recommendations.	Visits occasionally and guides in the execution of fish rearing and other matters.
25. Date and number of seed stocked.	August/September, 1965.

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TABLE NO:VI.

Progress of work at Nilokheri Block:

1. Mahila Samajas associated with the programmes = 16
2. Youth clubs assoicated with the programme = 5

    a. No. of clubs = 55
    b. Memberships = 55

3. Farms set-up
    a. Poultry-Block units = 1
       Village Units = 1
    b. Fishery- Block units = 1
       Village units = 5
    c. Horticulture-Block units = nil
       Village units = 3

4. Fisheries programme(inland)
    Water area stocked (Hectare) = 3
    Fingerlings supplied. =9400

5. Gardens started
    a. No. of gardens:
    1. In schools = 40
    2. Kitchen gardens =1011
    3. Community Gardens. = 3
    b. Area covered:(Hectare)
    1. In schools. = 10
    2. Kitchen garden. = 20½
    3. Community Gardens. =26½

6. Feeding programmes:
    a. School children:/pre-school children
       Children fed =375
    b. Expactant and nursing mothers/
       women days fed =375
    c. Quantities supplied:
       Fish = -
       Vegetables (Kg.) = 210
       Eggs = -
       Milk powder(Lbs.) = 5356

7. Non-officials trained in ANP (in 1966)
    a. Panchayat Samiti members = -
    b. Panches = 4
    c. Members of youth clubs = 15
    d. Members of Mahila Samaj = 18
    e. Others = 13

8. No. of persons trained: (in 1966)
    i. In poultry. = 10
    ii. In pisciculture = 2
    iii. Horticulture = -

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The achievements under this scheme is rather slow. Only two community gardens have been set-up and other four are in one or the other stage of its implementation. The attention paid by the Panchayat is not satisfactory. There is a demand from the Block Samiti that these gardens have to be looked after by the Government until they become productive.

School Gardens:

40 School Gardens having a total area of 10 Hec. are functioning in the Nilokheri Block. Out of the total of 115 Primary Schools in this Block, only 40 schools are now under this programme. There are complaints like ," teachers are not paying much attention to school-gardens" and " block staff is not giving enough help in establishing school-gardens.

Kitchen Gardens:

30 villages have been selected for Intensive Kitchen Gardening. Nearly 300 kitchen gardens were laid out during every quarter . Supply of seeds were being made by the UNICEF free of cost. The produce of these gardens were being utilized by the growers and their families to improve their diet habits.

Garden tools:

UNICEF provided the following tools for distribution at free of cost:-

Tool	No. received.	Number distributed.
1. Toolsets for Community Gardens.	2	1
2. Tools set for school gardens.	19	5
3. Tools set for kitchen gardens.	310	66

There is a vast difference between number of tools received and the numbers supplied. It may be due to the lack of proper planning or due to the reason the progress of the schemes of the school gardens, kitchen gardens and school gardens, and community gardens are not set-up to the expectations.

Training Camps:

Three camps at Sultanpur, Nilokheri and Pujam were organized and six participants in each camp attended. It included members from Mahila Mandals, Dadipanches and Yuvati Clubs. They lasted for three days.

One day camp with the efforts of the Mukhya Sevika and health visitor of the Block were organized at the villages of Sikri, Ramba and Samani. About 30 participants took part in each camp.

Demonstration feeding.

Three villages namely; Pujam, Sultanpur and Butana were selected for demonstration on feeding. It is held once in a week. Each of the demonstrations were having fifty beneficiaries from the poor classes. The raw materials for the demonstration purposes are collected from local resources free of cost.

These programmes succeeded in bringing an awareness among the villagers for the use of balanced and nutritive diet.

Milk Feeding:

About 15 villages were selected for free milk feeding scheme. The programme came to a stand still due to the non-availability of milk powder from March 1967. Now this is being taken up only ten villages.

Coordinational Aspects:

The scheme is lacking in this aspect: at all stages. There are only one Gramsevak and Gramsevika entirely devoted to the work. Complaints of teachers are/not taking care of the setting-up of school garden. Panchayats are not taking proper interest in the implementation of community gardens. Electricity connections have not been obtained for the installation of pumping sets even after repeated requests. The school gardens are not getting proper attention from the Block staff etc., are common.(Table VII)

here
or

Summary and suggestions:

The Applied Nutrition Programme was started in the Nilokheri Block in 1963. This programme was successful to provide awareness for balanced diet among villagers and the need to produce them.

There are certain organizational drawbacks in the working of this scheme. These should be /to looked in/for the successful implementation of the scheme.

1. Appointment of an Extension Officer for ANP.

2. Create necessary interest amongst non-officicl bodies like Youth and Yuvati Clubs.

3. Incentives in cash or kind for the award of best kitchen, Community and school gardens, Poultry and Piggery Units etc. should be made.

4. Authoritative supervision on all the functional aspects of the ANP should be made.

5. Use the Audio-Visual Aids as frequently as possible to educate the villagers about this scheme.

6. Ensure the effective coordination of the officials involved in the programme.

7. Intensify the works connected with the programme at few selected areas.

8. Ensure facilities for storage and transport so that the excess production of the programme can be utilized profitably in the market.

9. Give some Grants or Loan facilities to persudde the villagers to adopt the professions like poultry , piggery and fisheries.

10. Increase the frequency of the demonstrations of cooking, preservation of fruits and vegetables & feeding programme.

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CASE STUDIES OF AGRICULTURAL EXTENSION OFFICERS

(Summary of findings)

One of the assignments given to National Productivity Council probationers was writing a case study on Agricultural Extension Officers.

The Agricultural Extension Officers under study represent the states of Uttar Pradesh, Punjab and Rajasthan. The findings of these studies are based upon the experiences of seven Agricultural Extension Officers who have put in more than three years in Community Development work.

Main findings

1. Educational qualifications: Out of seven A.E.Os under study six of them are B.Sc.(Agri.)

2. Age: Six of them are within the age group of 26 to 28 years; one is 40 years old.

3. Experience: Except one all the others have limited experience. Immediately after graduation they have joined the Agricultural department. Of these six A.E.Os two of them have worked as teachers in Agricultural and subsequently they joined the blocks as A.E.Os. One of them who is 40 years old had served the Police department for five years. He was later transferred to the Agricultural department. From 1957 he is working in the Community Development programme.

4. Background: Six Agricultural Extension Officers have an Agricultural background. Their parents are farmers having small holdings in their native villages.

5. Training: Three of the A.E.Os have not received any inservice training. This is the first training that they are receiving at the Extension Education Inst., Nilokheri. The others have received inservice training for short duration in the subject matter at Agricultural colleges in their respective states.

6. Work load: All the A.E.Os have expressed that there is too much of paper work with them. They work on an average seven to ten hours each day.

7. <u>Job</u>: They have expressed that their job is to help the Village Level Worker. They also spend a lot of time in arranging supplies for the farmers. Apart from this they also are responsible for demonstrations, village production plans, farm production plans and preparation of regular reports.

8. <u>Subject-matter</u>: All of them feel that they have adequate of preservice training but they need more training in high yielding varieties, plant protection material, improved implements and latest research. All the A.E.Os have expressed that they should be kept informed about the latest research results and developments taking place in the field of agriculture.

9. <u>Extension methods</u>: All have expressed that Individual contact is the best extension method they have experienced. Demonstrations come second.

10. <u>Achievements</u>: All have been successful in creating a demand for fertilizers. They also achieved their targets in introducing the high yielding variety seeds, hybrid seeds etc. One A.E.O. has been successful in persuading two men to take up to farming with new practices. Another A.E.O. claims that he was able to instal 36 pumping sets and 14 small tubewells; Twenty wells were bored. About Rs.3/- lakhs loan was distributed to the farmers in that area.

11. <u>Problems faced by the A.E.Os</u>: The problems vary from person to person and they are as follows:

    1. Poor pay scale to A.E.Os.
    2. Supplies which are always untimely and inadequate.
    3. Lack of coordination between various departments.
    4. Targets are too much unrealistic and based on no factual information.
    5. Too much of paper work.
    6. Non-cooperation with B.D.Os.
    7. Too much of non-agricultural work such as family planning, small savings, panchayat tax collection etc. etc.
    8. Inability to supervise the VLW because of interference by B.D.O.

9. Too much supervision by officials of various departments such as B.D.O., D.A.O., D.A., District Collector and so on.

10. Interference by non-officials like the Panchayat Chairman and such political leaders in the working of A.E.O.

11. No proper housing facilities.

12. Lack of medical facilities.

13. Lack of educational facilities for children.

14. Only one A.E.O. has expressed lack of a channel of promotion.

CONCLUSIONS

This case study approach gives a deep understanding of a problem but in this case all the seven A.E.Os who are of the same educational qualifications, and the same nature of work appears to have same problems with minor changes. One case study is enough to understand the rest of the problems.

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CASE STUDIES OF V.L.Ws.
ANALYSIS AND SUMMARY

T.M. Dak

In all eleven case studies of senior village level workers undergoing two months Refresher Course at the Extension Education Institute, Nilokheri have been conducted by the Probationery Officers of the National Productivety Council and the Agricultural Extension Officers as a part of their training programme at this Institute.

The case studies presented in this booklet cover VLWs from the North Indian States namely; Rajasthan, Madhya Pradesh and Delhi. The findings of these studies are based upon the experiences of seven VLW from M.P. and two each from Rajasthan and Delhi.

Main findings

1. Qualifications

There are eight matriculates and three who have passed the Intermediate Examination among the group of 11 VLWs represented in these case studies.

2. Age

The factor of age seemes to be constant. The V.L.Ws are between 25 to 38 years of age of the total only 3 are below the age of 30 but above 25.

3. Experience

The experience of the VLWs ranges from 5 to 14 years. Barring 3 VLWs, all of them have put in more than 9 years of service as VLWs.

4. Background

Of the 11 VLWs represented in these case studies, five have a rural background, four an agricultural background and two are from urban areas.

5. Training

The case studies reveal that nine of the total eleven VLWs have undergone the regular pre-service training. The remaining two have attended other in-service training courses such as extension

methods, refresher, subject matter etc. Similarly eight have attended a six months training programme in extension methods. The two VLWs of Rajasthan have, not had any such training. Only one from Madhya Pradesh has attended a two-year subject matter course at the Udaipur University.

The duration of the pre-service training varies from state to state. In Madhya Pradesh the duration is one and half year while it is two years in Rajasthan.

6. Job and work load

Almost all the participants expressed that they devote 80 to 100% time on agricultural jobs. The workload, as indicated by the VLWs varies from 8 to 10 hours a day.

7. Subject matter

Out of the 9 who responded, eight have expressed their satisfaction regarding the subject-matter knowledge they have had at the training centre. One is of the opinion that the training provided to him was of a general nature and no specialised training was given to him.

8. Deficiency Areas.

The areas of deficiency is common to all the VLWs. They are the ever changing aspects of high yielding varieties; balanced use of fertilizers in different crops, identification and control of plant diseases. Some of the deficiency felt by a few individuals were farm management, and identification and control of animal diseases.

9. Extension methods

The most common extension teaching methods used effectively by all VLWs under study were individual contact, group discussions and demonstrations. The weightage given on these three methods varies from trainee to trainee. The VLWs have expressed that they are connected with film shows, campaigns; trips, exhibitions and fairs quite frequently. Only two persons from Delhi State expressed that they make use of TV sets and the radio frequently.

10. Achievements

Barring a few almost all the VLWs have expressed their satisfaction over their achievements with regard to popularising and distribution of high yielding and hybrid varieties of seed, use of chemical fertilizers in an increasing quantity; popularising of plant protection measures, and provision of irrigational facilities including digging of wells, installation of pumping sets and distribution of taqavi. A few VLWs have also made notable success in constructional work; green manuring, composting, cultivation of grapes and papaya etc.

11. Failures

Four out of eleven VLWs have indicated that they did not meet any failure so far in their working in the field. The areas in which remaining VLWs have met with failures individually are payment of loans, construction of roads; provision of irrigation facilities; popularisation of farm productipn plans; achievement of target fixed by the higher officials, some crop campaigns on account of administrative delays, popularising correct method of composting, improved implements and plant protection measures.

The Field Problems

The problems as experienced by the senior village level workers under study are summarised as below:-

1. Nine have experienced the problem of inadequate and untimely supply of inputs and that too at a very high rate. As a result production plans could not be implemented.

2. Targets fixed by the higher officers are often unrealistic which do not take into account the local conditions. Six VLWs support this view.

3. All most all the VLWs are of the opinion that they did not get any promotion nor any incentive inspite of efficient work. As a result frustration creeps in and they lose interest in their work.

4. A few VLWs have expressed that their pay scale is very low.

5. Four VLWs hold the view that the paper work is too much.

6. They have complained that new programmes are introduced without imparting necessary training for it.

7. Six VLWs have experienced that higher officers including Block Staff do not guide and pay visits to his area as and when required.

8. The credit facilities are inadequate and the procedure is too complicated.

9. Two V.L.Ws have expressed that the work suffers on account of inspection by too many officers.

10. V.L.Ws are not kept in touch with the latest developments in the field of agri-ture either through training or through providing suitable literature in time.

11. Six V.L.Ws hold the opinion that the area covered by them is too un-wieldly.

12. About half of the V.L.Ws feel that the number of miscelleneous jobs are assigned to them.

13. Policy decisions and information reach very late.

14. V.L.Ws feel that the storage facilities are lacking in their areas.

15. All most all feel that they do not get proper facilities and amenities.

<u>Implications:-</u>

The analysis of the 11 case studies of V.L.Ws brings out following aspects in order to improve the efficacy of the functionery at village level on one hand and to increase the agricultural production on the other.

1. Training centres

Training centres should concentrate their efforts on practical and specific aspects of high yielding varieties particularly the latest developments; plant protection measures including indentification of diseases, proper use of insecticides and pesticides; proper doses and use of fertilizers for different crops etc.

2. Departmental administration

It is imperative to improve upon the working of the administrative set up in order to help the VLW in his day to day work. The Block has to see that the supplies are made adequately and in time, workers informed and trained for the job in advance; follow up and guidance given regularly; and for misc. jobs not to be assigned to them. Official procedures and routine be simplified; local conditions are kept in view while formulating plans and fixing targets, sufficient opportunity should be given to the workers to do the job.

3. Technical Follow up

For the efficiency of the functionary it is most important to keep him well informed regarding all new developments. For this it is suggested that the VLW should be given an opportunity once in two years to refresh his knowledge. VLWs should be in the mailing list of the government research stations. Regular circulars from the department should be issued. Frequent guidance should be given to him on the spot. A Departmental journal will help in this connection.

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CASE STUDIES OF A.E.Os/V.L.Ws.

(Guide lines)

I. Objectives.

1. To study the attitude and background of the Agricultural Extension Officers.

2. To assess the performance by analysing the achievements and failures.

3. To get acquainted with the method of work, structure, coordination and problems of the AEOs.

4. To probe into subject-matter areas where more training will be required.

5. To get an insight into the functions and job of the AEO and the block.

6. To suggest ways and means to help the AEOs to be more effective in the field.

II- Details to be collected (Suggestions).

1. Name of the AEO.

2. Village, District, State.

3. Age.

4. Educational Qualifications with subjects offered.

5.(a) Family occupation; (b) Other description such as members, income etc. relevant to the problem.

6. Date of joining.

7. His previous experiences before entering in Community Development.

Post held   Deptt.   Duration.

8. Training received before entry into the Community Development.

Type   Duration   Year

9. (a) Training received after entring into the C.D.

Type   Duration   Year.

(b) Impact of this training on the image; out look and attitude of the worker (Probe and record the answer).

10.(a). With what image, attitude and idea he has entered into the C.D. Programme? (Help him in ascertaining the answer) What are his expectations of this job?

(b) To what extent he found the job as expected? In what way it is different? Please give a clear and concrete discription.

11. How far training has changed or strengthed his image of the new job?

12. His work-load.

Item	Percentage of time
a) Office work.	
b) Field work.	
-Agricultural work.	
-Non-agricultural work.	
c) Percentage of time on agricultural jobs according to priority.	
Demonstrations.	
Tours.	
Contacts.	
Distribution and supply.	

13. What are the available sources to equip him with the latest information (list sources according to preference).

1.	4.
2.	5.
3.	6.

14. (a) What methods he is using -

(b) What is the effectivity of these methods.

Methods

Very useful-
Effective-
Not effective-

15. What agricultural job he does not at all attend?

16. a) In what areas he feels deficient.

b) What are the reasons for these deficiences?

c. How far training is responsible?

d. ~~What are the suggestions to overcome these?~~

17. Mention atleast two success stories alongwith the approach, methods adopted and the impact upon the villagers(Help the participants in the selection of such cases).

18. Mention atleast two stories of failure in the field alongwith the possible reasons.

19. a. What problems did you face in the field?

b. In what way working is effected by these problems?

c. What improvements are necessary to make the working more effective.

20. Analysis- Investigator should grasp the whole situation at a glance and try to trace out the relationship existed between the workers' performance and his environment, education, administrative system, pattern of supervision guidance etc.

21. Conclusions - This should emerge out of thorough analysis of the case.

Note:- In case space provided is not sufficient please use separate sheet of paper.

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